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Government of Saskatchewan

Annual Report 1981-82

Saskatchewan Labour

Saskatchewan
Labour

Annual Report
of the
Department of Labour

For the Fiscal Year ended March 31, 1982

Published by Authority of

The Hon. Lorne McLaren,

Minister of Labour

Lorne McLaren

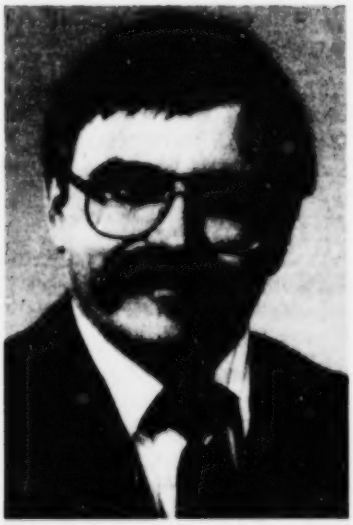
Regina, October 1, 1982

To The Honourable C. Irwin McIntosh,
Lieutenant Governor of Saskatchewan.

Sir:

I have the honour to present herewith the annual report of the Department of Labour for the fiscal year ended March 31, 1982.

Respectfully submitted,
Lorne McLaren,
Minister of Labour.



Peter E. Grady

Regina, October 1, 1982

To The Honourable Lorne McLaren,
Minister of Labour.

Sir:

I have the honour to present herewith the annual report of the Department of Labour for the twelve months ended March 31, 1982.

Respectfully submitted,
Peter E. Grady,
A/Deputy Minister of Labour.

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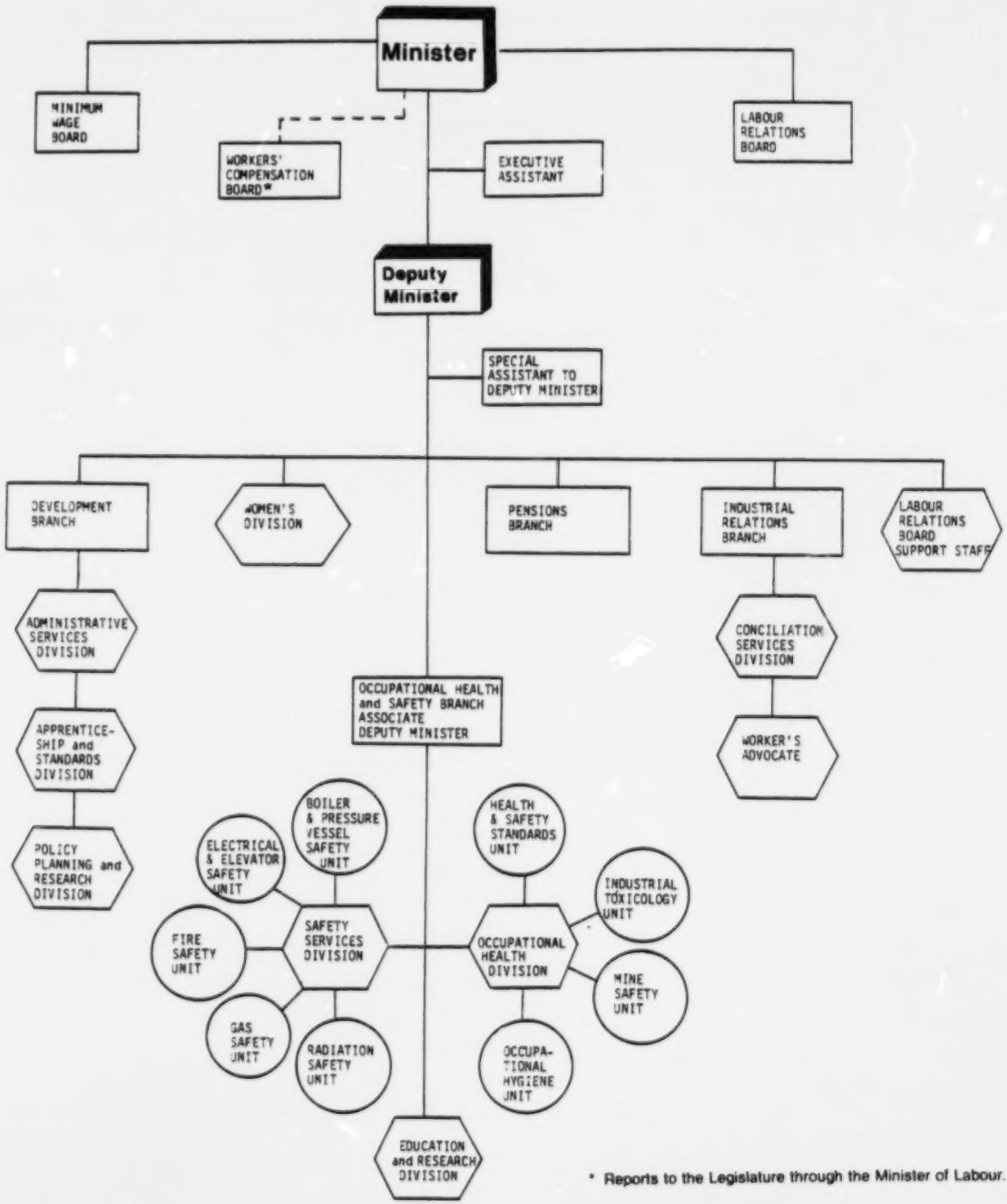
Organizational Chart
Saskatchewan Labour

March 31, 1982



* Reports to the Legislature through the Minister of Labour.

Development Branch

Administrative Services Division

The Administrative Services Division is responsible for providing the central services essential to the functioning of the department. Included are the services of accounting, staffing, staff relations, career development, staff training, property acquisition and office services. Staff of the division are also involved in the review and development of departmental systems and programs and the development of administrative and personnel policies. As well, the division is responsible for co-ordinating the preparation of the departmental budget and controlling expenditures. Additionally, the division provides clerical and administrative support to all Saskatchewan Labour programs in district offices.

The division consists of three functional units: General Administration, Personnel and Accounting. Duties of the General Administration Unit include budgeting; property procurement; the meeting of space requirements; inventory control; furniture placement; and control of assigned Central Vehicle Agency vehicles.

The Personnel Unit is responsible for career planning and training, as well as for the co-ordination of all recruitment, personnel documentation and ratings.

The Accounting Unit is responsible for co-ordinating the preparation of virements, special warrants and treasury advances; handling cost sharing claims; administering trust funds; receiving and depositing revenues; and, issuing various licences. As well, the unit is responsible for the maintenance of accounting and attendance records; payroll preparation; and, the processing of accounts.

Personnel

The authorized staff of the Administrative Services Division as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	**31**
Executive Director, Development Branch	1
Director, Administrative Services Division	1
Personnel Officer	1
Administrative Officer	1
Accountant	1
Clerical	26

Apprenticeship and Standards Division

The division administers an Apprenticeship and Standards program, the objectives of which are: to ensure that the minimum benefits and working conditions provided by legislation are enjoyed by all employees under provincial jurisdiction; to facilitate the training of skilled tradesmen; and to establish standards of qualification in various trades.

Apprenticeship and Standards officers investigate complaints made by employees, conduct periodic inspections of employers' payroll records, recover wages found owing to employees, assist employers and individuals to enter into apprenticeship agreements, supervise on-the-job training of apprentices and examine apprentices and tradesmen. During the year under review, 5,207 inspections were made of payroll records.

The division is also involved in the promotion of the Labour Standards and Apprenticeship and Tradesmen's Qualification programs, the issuing of certificates indicating levels of proficiency in the trades and the development of provincial and interprovincial standards and qualifications in the designated trades.

Personnel

The authorized staff of the Apprenticeship and Standards Division as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	**44**
Director, Apprenticeship and Standards Division	1
Apprenticeship Consultant	1
Regional Manager	2
Curriculum and Examination Development Officer	2
Senior Apprenticeship and Standards Officer	2
Apprenticeship and Standards Officer	23
Clerical	13

Labour Standards Program

New Legislation

Provisions contained in *The Labour Standards Amendment Act, 1981*, to strengthen an employee's claim for unpaid wages and make more specific the circumstances under which claims for unpaid wages receive priority, became effective May 19, 1981. Provisions relating to notice of discharge or layoff are also included in the Amendment Act. While these provisions were passed on May 19, 1981, they had not been proclaimed in effect as of March 31, 1982.

An amendment to *The Labour Standards Act* providing two consecutive days of rest to employees in certain establishments, which was passed in June, 1980, was proclaimed in effect July 1, 1981. The amendment and accompanying regulations provide that all employees employed by an employer primarily engaged in a retail trade who work more than 20 hours per week, in establishments with 11 or more employees, are entitled to receive two consecutive days of rest per week. Wherever possible, one of these days is to be Sunday. Any employer primarily engaged in retail trade whose establishment is required to be closed any day during the week, other than Saturday, Sunday or Monday is exempted from this provision. Exemptions on an individual employer basis may also be granted by the Director of Apprenticeship and Standards.

Regulations administered by the division under *The Labour Standards Act* are contained in Orders-in-Council 1639/77; 1838/77; and 873/81. The latter became effective July 1981; it provides for certain exemptions from the two consecutive days of rest provision.

Application of the Act

The Labour Standards Act applies to all employees working in the province, with the following exceptions: agricultural workers, persons employed in undertakings employing only members of the employer's family and all employees included within the jurisdiction of the Government of Canada.

Federal legislation applies to all persons employed in broadcasting, air transport, banking, grain elevators, feed mills, uranium mines, and all interprovincial and international transport and communication systems.

Hours of Work and Overtime

Employees in the province are entitled to overtime pay at the rate of time and one-half after an eight-hour day or a 40-hour week. Excluded from this provision are persons employed exclusively as domestic workers, managers, and employees to whom *The Fire Departments Platoon Act* applies. It should be noted that overtime after 44 hours weekly is voluntary except in emergency circumstances.

In the event an employer and his employees agree in writing to work a four-day week, the

Director of Apprenticeship and Standards may authorize the employer to permit employees to work four ten-hour days per week without the payment of overtime. Forty-two such authorizations were given during the period under review. Authorization is not required if a union contract is in effect and the employer has obtained the written consent of the trade union.

Provided the employer and his employees agree in writing, the Director of Apprenticeship and Standards may authorize an average eight-hour day, 40-hour week over a number of weeks as may be requested. Overtime is then payable after the average hours of work exceed eight hours daily or 40 hours weekly, over such period of weeks as may be prescribed by the director. During the year under review, 218 such authorizations were given. Authorization is not required if a union contract is in effect and the employer has obtained the written consent of the trade union.

Employees are entitled to 24 consecutive hours away from work (the equal of one full day) each week. Effective July 1, 1981, employees employed by an employer primarily engaged in a retail trade who work more than 20 hours per week, in establishments with 11 or more employees, are entitled to receive two consecutive days of rest per week. Wherever possible, one of these days is to be Sunday. Exemptions are specified in the Act and regulations.

Employees' Wages

The provisions of the Act require the payment of all wages to employees within six days after the pay period has ended, and within 14 days after the termination of employment.

Notice of Termination

Except where an employee is dismissed for just cause other than shortage of work, written notice of termination of employment must be provided to an employee by the employer, if the employee has been employed for a period of three continuous months or more. In lieu of written notice, the employee must be provided with the usual wages he would have earned for that period of employment.

The length of notice of termination varies according to length of service, as follows:

(a) one week's written notice at three months but less than one year of employment;

(b) two weeks' written notice after one year but less than three years of employment;

(c) four weeks' written notice after three years but less than five years of employment;

(d) six weeks' written notice after five years but less than ten years of employment;

(e) eight weeks' written notice after ten years or more of employment.

Annual Vacation

Employees are entitled to three weeks' annual vacation on the completion of one year of service with an employer. An employee entitled to three weeks' vacation must be paid his annual vacation pay based on three fifty-seconds of his gross annual earnings.

The act also provides for four weeks' vacation after the completion of ten years' service. The entitlement relates to the anniversary date of the commencement of employment.

Statutory Holidays

Legislated public holidays in Saskatchewan are: New Year's Day, Good Friday, Victoria Day, Dominion Day, Saskatchewan Day (first Monday in August), Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day. Where Christmas Day, Remembrance Day or New Year's Day fall on Sunday, the Monday immediately following each is considered to be a public holiday. Employers are generally required to provide their employees with a day off with pay on each day that a public holiday occurs or, where the employee is required to work, pay the employee in addition to his regular rate of pay, an additional sum calculated on the basis of one and one-half times his regular rate of pay. Hourly paid construction, logging and lumbering employees are covered by other provisions.

Minimum Wage

The Apprenticeship and Standards Division is responsible for enforcing Orders of the Minimum Wage Board. During the period under review, the minimum wage increased twice. Effective July 1, 1981, the minimum wage rose from $3.85 per hour to $4.00 per hour. A further increase to $4.25 per hour became effective January 1, 1982.

The minimum wage applies to all employees within the scope of *The Labour Standards Act*. As mentioned earlier, the Act does not cover employees working primarily in farming, ranching or market gardening. The regulations create further exemptions such as: some domestic workers (those employed in private operations), handicapped people in sheltered workshops and school bus drivers.

Wage Collections and Prosecutions

Regular and special inspections resulted in the collection of $1,105,894.19 in wages found owing under the provisions of the Act in 1981-82. In addition, during the year under review, certificates against 110 employers were filed in District Court under Section 60 of *The Labour Standards Act*, resulting in judgments in the amount of $323,750.48.

Apprenticeship and Tradesmen's Qualification Program

Designated Trades

The trades with which the division is concerned include the following:

Barbering
Beauty Culture
Boilermaker
Bricklaying
Carpentry
Cooking
Crane and Hoisting Equipment Operator
Electrical
Glassworker
Heavy Duty Repair
Industrial Mechanics
Lineman (Electrical Power)
Machinist
Motor Vehicle Body Repair
Motor Vehicle Mechanics Repair
Painting and Decorating
Pipefitting
Plastering
Plumbing
Radio and Television Electronics
Refrigeration and Air Conditioning
Roofer
Sheet Metal
Sprinkler and Fire Protection Installer
Tilesetting
Electric Arc and Gas Welding

New Legislation

No new legislation was introduced during the 1981-82 fiscal year.

Advisory Boards

The Provincial Apprenticeship Board assists the division in the development and administration of the apprenticeship program. This board met on two occasions during the 1981-82 fiscal year.

Provincial Trade Advisory Boards are established for each of the designated trades except Plastering. The purpose of these boards is to assist the division in developing and revising course outlines and trade examinations, and in dealing with other matters of importance in the trade. Each board is chaired by a senior officer of the division and its membership is made up of representatives of employers and employees in the trade. Trade Advisory Board meetings for the Crane and Hoisting Equipment Operator, Electrical, Industrial Mechanics, Plumbing and Welding trades were held during the year under review. In addition, 16 meetings of subcommittees of these advisory boards were held to afford in-depth study of provincial and interprovincial examination material, courses of study and occupational analysis in the respective trades.

Local Trade Examining Boards are established in various centres as needed. These boards assist in examining candidates for trade certificates. Their membership is composed of a staff member of the division as chairman, and representatives of employers and employees engaged in the respective trades.

Apprenticeship Training

The Apprenticeship Training Program, under *The Apprenticeship and Tradesmen's Qualification Act*, is a joint federal-provincial scheme which provides for the sharing of costs directly relating to institutional training, and development or administration of the interprovincial standards examination program, including the salary of administrative staff and other support expenses such as travel costs, clerical supplies and equipment.

Location of Training Schools

During the fiscal year under review, apprenticeship training in the Bricklaying, Cooking, Electrical, Radio and Television Electronics, and Electric and Gas Welding trades was conducted at the Saskatchewan Technical Institute in Moose Jaw.

Training in the Heavy Duty Repair, Machinist, Pipefitting, Plumbing, Refrigeration and Air Conditioning, and Sheet Metal trades was conducted at Kelsey Institute of Applied Arts and Sciences, Saskatoon; while training in the Motor Vehicle Body Repair trade was conducted at the Institute in both Moose Jaw and Saskatoon. Training in the Carpentry and Motor Vehicle Mechanics Repair trades was conducted at Moose Jaw, Saskatoon, and at the Vocational Centre in Meadow Lake. Courses in the Industrial Mechanics trade were held both at Kelsey Institute in Saskatoon and Parkland Community College, Melville.

Training in the Painting trade was conducted at the Weyburn Vocational Centre in Weyburn. The Saskatchewan Power Training Centre in Weyburn was used for the training of Lineman (Electrical Power) apprentices.

Apprentices in the Glassworker, Roofer and Tilesetter trades receive training by arrangement with the province of Alberta, while those engaged in the Boilermaker trade and Sprinkler and Fire Protection Installer trade, receive their training in Winnipeg, Manitoba.

Training Activity

The trend in training activity is reflected in terms of the number of student days, shown in Tables 1 and 2. Table 3 indicates the number of students enrolled in training courses during the fiscal year, according to trade and stage of training.

During the 1981-82 fiscal year, the division arranged 83 individual classes for Group 1 apprentices, 76 individual classes for Group 2 apprentices, 62 individual classes for Group 3 apprentices, and 26 individual classes at Saskatchewan provincial technical institutes and vocational training centres.

Additional arrangements for one class for Group 4 apprentices were made with the province of Alberta and one class for Group 3 apprentices was arranged with the province of Manitoba.

Table 1

Student Days of Training, by Trade, Saskatchewan, 1981-82

Trade	Student days
All trades	**109,088.5**
Boilermaker	30
Bricklaying	2,398
Carpentry	16,124
Cooking	283
Crane and Hoisting Equipment Operator	—
Electrical	32,823
Glassworker	120
Heavy Duty Repair	5,607.5
Industrial Mechanics	6,986
Lineman (Electrical Power)	281
Machinist	1,416
Motor Vehicle Body Repair	2,746
Motor Vehicle Mechanics Repair	14,005
Painting	547
Pipefitting	1,365.5
Plumbing	11,804
Radio and Television Electronics	809
Refrigeration and Air Conditioning	1,706.5
Roofer	28
Sheet Metal	5,653.5
Sprinkler and Fire Protection Installer	—
Tilesetting	330
Welding	4,025.5

Table 2

Enrolment in Training Courses, by Number of Students and Student Days, Saskatchewan, 1972-73 – 1981-82

Year	Enrolment	Student days
1972-73	1,224	45,106
1973-74	1,332	47,325
1974-75	1,664	57,531.5
1975-76	1,879	70,317
1976-77	2,400	86,058.5
1977-78	2,842	106,548
1978-79	3,104	118,723
1979-80	2,499	90,849
1980-81	2,854	105,496.5
1981-82	3,361	109,088.5

Table 3

Enrolment in Training Courses, by Trade and Stage of Training, Saskatchewan, 1981-82

Trade	All groups	Enrolment groups			
		First	Second	Third	Fourth
All trades	**3,378**	**1,125**	**994**	**911**	**348**
Boilermaker	1	–	–	1	–
Bricklaying	88	32	32	24	–
Carpentry	501	176	156	169	–
Cooking	9	4	–	5	–
Crane and Hoisting Equipment Operator	–	–	–	–	–
Electrical	951	255	278	227	191
Glassworker	4	3	1	–	–
Heavy Duty Repair	121	34	45	42	–
Industrial Mechanics	192	105	38	49	–
Lineman (Electrical Power)	29	–	15	14	–
Machinist	50	25	18	7	–
Motor Vehicle Body Repair	88	42	28	18	–
Motor Vehicle Mechanics Repair	449	198	120	118	13
Painting	28	18	10	–	–
Pipefitting	57	14	11	15	17
Plumbing	397	103	114	111	69
Radio and Television Electronics	16	12	–	2	2
Refrigeration and Air Conditioning	70	15	27	10	18
Roofer	1	–	1	–	–
Sheet Metal	162	39	48	37	38
Sprinkler and Fire Protection Installer	–	–	–	–	–
Tilesetting	11	7	2	2	–
Welding	153	43	50	60	–

Indentures, Completions and Cancellations

During the year under review, 1,236 new apprentices were indentured, while 594 persons completed their apprenticeships by qualifying as journeymen and 745 apprenticeship agreements were cancelled. A total of 5,083 apprentices were under agreement as of March 31, 1982 reflecting a decrease of 103 from the number of apprentices registered with the division at the end of March, 1981.

Of the 745 apprenticeship agreements cancelled, 424 involved apprentices who had attended apprenticeship classes for one or more periods of training. Sixty-eight apprentices discontinued working at the trade; 39 left the province; and, 124 failed to indicate interest in continuing their training or making further effort to qualify as journeymen at this time. A further 186 left the employers to whom they had been indentured without leaving a forwarding address or arranging for the transfer

of their agreements to new employers. Seven apprentices requested the termination of their agreements, went back to school or university, or joined the Armed Forces.

The remaining 321 agreements cancelled involved apprentices who had not taken any formal training under the plan. One hundred sixteen agreements were cancelled because the apprentices left the employer to whom they had been indentured without leaving a forwarding address, or without arranging for the transfer of their agreements to new employers; 110 failed to show interest in the formal training program; 54 discontinued working at their trades; 30 left the province, and 11 requested termination of their agreements.

Tables 4 and 5 show the number of indentures, completions and cancellations in 1981-82, as well as those since 1972-73.

Table 4

Indentures, Completions and Cancellations, By Trade, Saskatchewan, 1981-82

Trade	Number of apprentices April 1/81	Indentures	Completions	Cancellations	Number of apprentices Mar. 31/82
All trades	**5,186**	**1,236**	**594**	**745**	**5,083**
Boilermaker	8	5	—	2	11
Bricklaying	133	22	22	11	122
Carpentry	1,128	222	109	314	927
Cooking	24	5	1	4	24
Crane and Hoisting Equipment Operator	4	—	—	—	4
Electrical	881	193	152	69	853
Glassworker	11	6	—	1	16
Heavy Duty Repair	314	132	30	31	385
Industrial Mechanics	231	81	32	24	256
Lineman (Electrical Power)	106	18	1	2	121
Machinist	78	42	8	13	99
Motor Vehicle Body Repair	211	54	17	34	214
Motor Vehicle Mechanics Repair	823	167	70	100	820
Painting	54	21	5	12	58
Pipefitting	47	9	8	5	43
Plumbing	550	91	74	51	516
Radio and Television Electronics	30	5	1	2	32
Refrigeration and Air Conditioning	96	18	10	8	96
Roofer	23	1	1	1	22
Sheet Metal	234	46	31	23	226
Sprinkler and Fire Protection Installer	—	17	—	—	17
Tilesetting	21	8	—	11	18
Welding	179	73	22	27	203

Table 5

Indentures, Completions, Cancellations and Apprentices under Agreement, Saskatchewan, 1972-73 — 1981-82

Year	Number of indentures during year	Number of completions during year	Number of cancellations during year	Number of apprentices at end of year
1972-73	938	278	421	2,537
1973-74	911	227	631	2,590
1974-75	1,230	240	493	3,087
1975-76	1,172	247	531	3,481
1976-77	1,446	295	489	4,143
1977-78	1,890	536	698	4,799
1978-79	1,379	634	893	4,651
1979-80	1,386	596	397	5,044
1980-81	1,631	923	566	5,186
1981-82	1,236	594	745	5,083

Tradesmen's Qualifications

Under the trade regulations in effect during the year, every tradesman engaged in the trade of Barbering, Beauty Culture, Carpentry, Motor Vehicle Mechanics Repair, or Painting and Decorating, in any part of the province, was required to hold a certificate of status.

A tradesman engaged in the Motor Vehicle Body Repair or Radio and Television Electronics trade was required to hold a certificate of his status, if he worked at his trade in, or within a five-mile radius of any Saskatchewan city. Employers engaged in these trades were prohibited from hiring tradesmen without valid certificates showing their status at the trade, if such tradesmen were required to work in the specified area.

Those who commenced their initial employment in the Electrical, Plumbing and Sheet Metal trades on or after December 1, 1976, are required to become indentured as apprentices, and complete the training prescribed by the director before they can write a trade examination.

Certificates of status continued to be issued on a voluntary basis to tradesmen in the remaining trades, and to tradesmen in the Motor Vehicle Body Repair and Radio and Television Electronics trades, employed in localities other than cities.

Certificates of status are, as a rule, valid for two years from the date of issue and may be renewed without examination, if application for renewal is made in accordance with the trade regulations. Journeymen's certificates of qualification issued during the year under review are permanently valid. Certificates of status, other than the certificates of beginner's status, are issued only to tradesmen who can satisfy the appropriate examining boards that they have the necessary qualifications.

Certificates of beginner status issued on or after December 1, 1976 can only be replaced or renewed after the holder has written a trade examination. Beginner's certificates, therefore, are only issued without examination if the trade's regulations required the individual to hold a valid certificate of status.

Each tradesman reporting for examination is interviewed by the trade examining board present, which establishes the tradesman's actual experience in the trade. An examining board is composed of a staff member of the division as chairman and representatives of employers and employees.

Between April 1, 1981 and March 31, 1982 local trade examining boards held 529 examinations to determine the qualifications of 2,994 candidates. During the same period, 3,304 individuals received a certificate of status following examination or by renewing their certificate.

Table 6 shows the number of tradesmen's certificates of status issued in Saskatchewan during 1981-82 according to trade and class. Table 7 shows the number of certificates of status issued in Saskatchewan since 1972-73.

It should be noted that the statistics for 1980-81 and 1981-82 reflect the number of individuals who received certificates, whereas, in previous years the number of certificates issued were reported regardless of the number of certificates received by an individual, in a specific trade, during the reporting period.

Table 6

Tradesmen's Certificates of Status Issued, by Trade and Class, Saskatchewan, 1981-82

	New certificates		Renewals	
	Journeyman status	Beginner to second class	Journeyman status	Beginner to second class
All trades	**1,105**	**1,517**	**1**	**681**
Barbering	21	27	—	22
Beauty Culture	64	358	—	218
Boilermaker	—	—	—	—
Bricklaying	24	15	—	—
Carpentry	192	263	—	49
Cooking	23	34	—	24
Crane and Hoisting Equipment Operator	—	—	—	—
Electrical	166	60	1	37
Glassworker	2	6	—	—
Heavy Duty Repair	107	133	—	53
Industrial Mechanics	100	74	—	16
Lineman (Electrical Power)	1	—	—	—
Machinist	20	19	—	10
Motor Vehicle Body Repair	37	29	—	6
Motor Vehicle Mechanics Repair	101	193	—	156
Painting	11	39	—	6
Pipefitting	12	31	—	17
Plastering	—	—	—	2
Plumbing	80	89	—	29
Radio and Television Electronics	6	11	—	8
Refrigeration and Air Conditioning	13	14	—	3
Roofer	1	1	—	—
Sheet Metal	34	10	—	7
Sprinkler and Fire Protection Installer	—	—	—	—
Tilesetting	—	1	—	—
Welding	90	110	—	18

Table 7

Tradesmen's Certificates of Status Issued, Saskatchewan, 1972-73 — 1981-82

Year	Total certificates issued	Journeyman status		Other status
		New certificates	Renewals	
1972-73	3,973	624	129	3,220
1973-74	3,928	628	131	3,169
1974-75	4,190	590	146	3,454
1975-76	4,952	779	178	3,995
1976-77	5,222	805	82	4,335
1977-78	4,558	1,100	4	3,454
1978-79	3,771	1,136	13	2,622
1979-80	4,233	1,398	—	2,835
1980-81	3,510	1,094	41	2,375
1981-82	3,304	1,105	1	2,198

Interprovincial Standards

By mutual agreement, the interprovincial standard has been established and approved across Canada in the following trades: Boilermaker, Bricklaying, Carpentry, Cooking, Electrical, Heavy Duty Repair, Industrial Mechanical, Lineman (Electrical Power), Machinist, Motor Vehicle Body Repair, Motor Vehicle Mechanics Repair, Painting and Decorating, Pipefitting, Plumbing, Radio and Television Electronics, Refrigeration and Air Conditioning, Sheet Metal, Sprinkler and Fire Protection Installer and Welder.

The interprovincial examination may be written by apprentices who have completed training and are eligible to write for their provincial journeyman certificates, and tradesmen who hold provincial journeyman certificates in their trades. Details of Canadian interprovincial standards examinations conducted during the 1980-81 and 1981-82 fiscal years are shown in Table 8.

As of March 31, 1982, 9,781 apprentices and journeyman tradesmen have written the interprovincial standards examination in the aforementioned trades, since the establishment of the interprovincial standard. Of this number, 7,286 received a pass mark and 7,089 of these had the interprovincial standards seal affixed to their certificates of qualification and/or certificates of completion of apprenticeship.

Table 8

Canadian Interprovincial Standards Examinations, Saskatchewan, 1980-81 and 1981-82

	1980-81			1981-82		
Trade	Number examined	Number passed	Number seals issued	Number examined	Number passed	Number seals issued
All trades	**944**	**698**	**781**	**843**	**620**	**561**
Boilermaker	1	1	2	1	1	1
Bricklaying	22	21	33	26	25	22
Carpentry	239	135	118	166	113	99
Cooking	11	7	10	16	10	10
Electrical	251	225	251	184	148	151
Heavy Duty Repair	52	33	40	70	40	32
Industrial Mechanics	34	29	40	64	51	39
Lineman (Electrical Power)	1	—	—	1	—	—
Machinist	13	10	9	6	5	8
Motor Vehicle Body Repair	9	9	11	21	15	13
Motor Vehicle Mechanics Repair	142	95	96	127	94	64
Painting	6	3	2	12	4	3
Pipefitting	7	4	8	18	12	8
Plumbing	60	51	87	21	12	32
Radio and Television Electronics	3	2	3	4	4	3
Refrigeration and Air Conditioning	6	2	8	9	1	2
Sheet Metal	45	41	38	40	40	33
Sprinkler and Fire Protection Installer	—	—	—	—	—	—
Welder	42	30	25	57	45	41

Policy Planning and Research Division

The Policy Planning and Research Division is responsible for conducting research studies on a full range of labour topics, to facilitate the review of existing programs and to determine new policy directions. Background material is provided to the deputy minister to assist in the establishment of the department's position on a wide variety of issues.

The division monitors, evaluates and reports on the operation of the collective bargaining process. It also collects, organizes and analyzes information on employment and industrial relations trends.

Information obtained as a result of this research is disseminated by the division. The findings of many of the studies or surveys are published, as are several annual and semi-annual reports. In most cases these reports are free of charge to any person or organization expressing interest in them.

The division also functions as the statistics bureau, information service and library of the Department of Labour.

The three units which make up the division reflect the major areas of study, They are: the Policy Planning Unit, the Data Dissemination Unit and the Collective Bargaining Analysis Unit.

Personnel

The authorized staff of the Policy Planning and Research Division as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	**16**
Director, Policy Planning and Research Division	1
Assistant Director, Policy Planning and Research Division	1
Research Officer	8
Librarian	1
Statistical Clerk	3
Clerical	2

Policy Planning Unit

The Policy Planning Unit is designed to undertake a broadly-based program of formal labour research activity. The purpose of this research is to assess the social and economic impact of departmental programs; to measure the effectiveness of existing programs in meeting stated policy objectives; to identify and review new trends in working conditions; to develop program forecasts and recommendations relative to current and new areas of concern to the department; and to provide appropriate research support services to other branches and divisions of the department and its associated boards and committees. The unit's sphere of activity extends to all legislative, regulatory and administrative programs of the Department of Labour.

Data Dissemination Unit

The unit collects, organizes and disseminates information to inform the public of details of departmental programs and to provide statistical assistance to administrators, policy makers and public and private data users.

Publications describing main provisions of Saskatchewan labour laws are prepared and distributed by the Data Dissemination Unit.

During the year under review, the unit was also responsible for the operation of the Labour Legislation Service, which provides major pieces of labour legislation on a subscription basis, to interested individuals, businesses or unions.

Labour Library

As part of the Data Dissemination Unit, the Labour Library services the labour-oriented information needs of the department, of other government departments, and numerous organizations and the public. Its 6,000 documents include Statistics Canada publications, federal and provincial government labour reports and other material covering a variety of labour topics.

Wage Survey

A major activity undertaken by the unit, in co-operation with Labour Canada, is the development and operation of the annual mail-out survey, designed to provide current information on occupational wage rates and on working conditions and fringe benefits within Saskatchewan.

The eighth annual survey was taken in June, 1981 among approximately 1,200 business establishments. The results, published in September 1981, provide information on the salaries and wage rates of over 60,000 employees, as well as information on the

working conditions and fringe benefit provisions covering approximately 100,000 workers.

Saskatchewan Labour Report

The Saskatchewan Labour Report is published monthly. It contains current consumer price indexes provided by Statistics Canada, plus a full range of employment, wage and salary statistics. Negotiated changes in collective bargaining agreements in the province, written decisions of the Saskatchewan Labour Relations Board, and a list indicating new books and publications which may be borrowed from the Labour Library are also included in the monthly report.

Publications of the Data Dissemination Unit

The following is a partial list of reports and surveys published during the year under review:

- Annual Report of the Department of Labour
- Wages and Working Conditions by Occupation, June, 1981
- Saskatchewan Labour Report
- Labour Legislation, June, 1980 (reprints)
- Labour Legislation in Saskatchewan, 1971-1981
- Building Permits for Major Cities, 1981

Collective Bargaining Analysis Unit

The objective of the Collective Bargaining Analysis Unit is to make available information with respect to industrial relations to the government and to all parties involved in collective bargaining.

This is accomplished by studying all aspects of collective bargaining and in particular the provisions of collective agreeements, so as to provide impartial, better-defined bargaining criteria to conciliators, arbitrators and negotiators.

Collective Agreements

Current files of collective bargaining agreements are maintained by the unit. Information on a variety of collective bargaining subjects is constantly requested, and computer programs have been designed to permit efficient in-depth analysis of the numerous agreement provisions. During the year, such requests generated a number of studies relating to particular occupational wage rates, pay package rates, and fringe benefits such as dental plans and overtime rates.

Publications of the Collective Bargaining Analysis Unit

The Study of Saskatchewan Union Agreements, produced annually by the Collective Bargaining Analysis Unit, provides an examination of non-monetary provisions contained in provincial collective agreements. A total of 484 agreements, covering 76,682 employees was analyzed in the study prepared during the year under review.

The unit is also responsible for producing two semi-annual publications. One, titled Wage Adjustments in Collective Bargaining Agreements, reports on negotiated wage adjustments which become effective during the reference period. The other, the Collective Agreement Expiration Calendar, lists collective agreements that will expire during the reference period, by month of expiry, as well as by industrial sector. The calendar provides an indication of collective bargaining activity in the province.

Work Stoppages During 1981

Current information on work stoppages and time loss is maintained by the Collective Bargaining Analysis Unit.

During the calendar year 1981, there was a total of 33 work stoppages in Saskatchewan. The work stoppages involved 4,767 employees and resulted in a time loss of 61,787 worker-days.

Table 9 shows the number of work stoppages that have occurred in Saskatchewan since 1972, according to number of workers involved and worker-days lost.

Labour Union Membership

The unit conducts an annual survey of labour union membership. As of January 1, 1982, labour unions reported a total membership of 100,629, compared with 99,328 members the previous year. Table 10 provides a detailed breakdown of information obtained from the survey.

Table 9

Work Stoppages,*
Number of Workers Involved and Worker-Days Lost,
Saskatchewan, 1972-1981

Year	Number of work stoppages	Number of workers involved	Number of worker-days lost	Number of worker-days lost per non-agricultural wage and salary earner†
1972	15	3,468	74,894	0.32
1973	14	1,734	32,970	0.13
1974	43	35,085	321,882	1.17
1975	43	18,541	166,367	0.70
1976	60	17,960	136,265††	0.52
1977	53	6,738	31,548	0.12
1978	50	10,078	164,506	0.60
1979	36	25,293	330,987	1.14
1980	49	9,731	61,402	0.20
1981	33	4,767	61,787	0.19

* Does not include work stoppages under federal jurisdiction.
† Based on estimated number of non-agricultural wage and salary earners in each year.
†† In addition to the time loss listed, there was a day of protest on October 14, 1976. According to the Saskatchewan Federation of Labour, 27,906 workers withdrew their services or worked at the request of their union to provide emergency services.

Table 10

Local Branches and Membership of Labour Unions and Associations,
by Union or Association and Affiliation,
Saskatchewan, January 1982

Union or association and affiliation	No. of locals	Member-ship
Total, all labour unions	**584**	**100,629**
Total, Canadian Labour Congress	**362**	**74,717**
Affiliated with the Canadian Labour Congress	**357**	**74,493**
Saskatchewan Government Employees' Union	20	16,036
Canadian Union of Public Employees	147	15,801
Service Employees' International Union*	4	5,245
United Steelworkers of America*	19	4,828
Public Service Alliance of Canada	1	4,540
Communication Workers of Canada	6	4,123
United Food and Commercial Workers' International Union*	22	3,776
Energy and Chemical Workers' Union	12	3,479
Grain Services Union	1	2,483
International Woodworkers of America	1	1,558
Office and Professional Employees' International Union*	2	1,307
United Transportation Union*	10	1,284
Brotherhood of Maintenance of Way Employees*	20	1,107
American Federation of Musicians of the United States and Canada*	2	851
Canadian Brotherhood of Railway, Transport and General Workers	11	850
Amalgamated Transit Union*	3	774
Canadian Union of Postal Workers	1	630
International Association of Fire Fighters*	7	607
Letter Carriers' Union of Canada	10	551
Hotel and Restaurant Employees' and Bartenders' International Union*	1	550
United Garment Workers of America*	3	460
Canadian Paperworkers' Union	2	457
Canadian Union of United Brewery, Flour, Cereal, Soft Drinks and Distillery Workers	8	447

Table 10 (continued)

Local Branches and Membership of Labour Unions and Associations, by Union or Association and Affiliation, Saskatchewan, January 1982

Union or association and affiliation	No. of locals	Member-ship
Brotherhood of Railway Carmen of the United States and Canada*	6	379
Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees*	3	281
Bakery and Confectionery Workers' International Union of America*	1	251
National Association of Broadcast Employees and Technicians	4	213
International Union of United Mine Workers of America	1	181
Graphic Arts International Union*	2	155
International Printing and Graphic Communication Union*	2	154
Canadian Air Line Employees' Association	2	138
International Typographical Union*	4	136
International Association of Machinist and Aerospace Workers*	3	135
United Cement, Lime and Gypsum Workers' International Union*	3	125
Association of Canadian Television and Radio Artists	1	120
Canadian Actors' Equity Association	1	107
International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada*	2	89
United Glass and Ceramic Workers of North America*	3	83
International Brotherhood of Firemen and Oilers*	2	75
Brotherhood of Railroad Signalmen*	1	62
International Union of Elevator Constructors*	1	36
International Union, United Automobile, Aerospace and Agricultural Implement Workers of America	1	15
International Molders and Allied Workers' Union	1	14
Chartered by the Canadian Labour Congress	**5**	**224**
Saskatchewan Strip Miners' Union	1	65
Brewery Workers' Federal Union	1	52
Association of Commercial and Technicians Employees' Union	1	40
Roche Percee Coal Miners' Union	1	34
Saskatchewan Government Employees' Union (Local 481)	1	33
Confederation of Canadian Union	**1**	**47**
Canadian Association of Industrial Mechanical and Allied Workers	1	47
Affiliated only with AFL-CIO	**30**	**8,856**
International Brotherhood of Electrical Workers	6	2,735
United Brotherhood of Carpenters and Joiners of America	6	1,630
Labourers' International Union of North America	2	1,137
United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada	4	924
Sheet Metal Workers' International Association	1	513
International Union of Operating Engineers	1	462
International Association of Bridge, Structural and Ornamental Iron Workers	1	413
International Union of Bricklayers and Allied Craftsmen	2	322
International Brotherhood of Painters and Allied Trades	2	320
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers	2	196
Operative Plasterers' and Cement Masons' International Association of the United States and Canada	2	112
International Association of Heat and Frost Insulators and Asbestos Workers	1	92

Table 10 (continued)

Local Branches and Membership of Labour Unions and Associations, by Union or Association and Affiliation, Saskatchewan, January 1982

Union or association and affiliation	No. of locals	Member-ship
Unaffiliated Labour Unions and Associations	**191**	**17,009**
Retail, Wholesale and Department Store Union (Saskatchewan Joint Board)	17	5,575
Saskatchewan Union of Nurses	124	4,625
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America	2	1,158
The University of Saskatchewan Faculty Association	1	964
Canadian Postmasters' and Assistants' Association	1	914
Professional Institute of the Public Service of Canada	1	529
The University of Regina Faculty Association	1	472
Brotherhood of Locomotive Engineers	9	454
Rocanville Potash Employees' Association	1	378
Regina City Policemen's Association	1	338
Saskatoon City Police Association	1	298
Health Sciences Association of Saskatchewan	1	298
Association of Postal Officials of Canada	1	128
Prince Albert City Policemen's Association	1	79
Saskatchewan Mutual Employees' Association	1	71
The Administrative Personnel Group	1	65
Regina Civic Middle Management Association	1	60
Regina Pioneer Village Staff Nurses' Association	1	60
Canadian Air Traffic Control Association Inc.	1	58
The Canadian Association of Policemen, Moose Jaw	1	52
Prairie Metal Product Employees' Association	1	52
J. Kearns Transport Drivers' Association	1	51
Other Unaffiliated Labour Unions and Associations (membership under 50)	21	330

* Affiliated with American Federation of Labour — Congress of Industrial Organization.

Source: Annual Survey of Labour Union Membership made by the Department of Labour; the Federal Department of Labour and Statistics Canada under *The Corporations and Labour Unions Return Act.*

In Canada, certain kinds of businesses fall under the legislative authority of the federal government. Establishments under federal jurisdiction include undertakings or businesses connecting two or more provinces or connecting Canada with another country. Examples are railways, highway transport, pipelines, canals, ferries, tunnels, bridges, telephone, telegraph and cable systems. Also included are all shipping and services connected with shipping; all radio and television broadcasting; all air transport, aircraft and airfields; all banks; and primary fishing where the fishermen work for wages. All other businesses, works and establishments are subject to provincial jurisdiction.

Table 11 shows the membership of labour unions under federal, as well as provincial authority, according to five general classifications of employer.

Labour union membership in Saskatchewan over the period 1935 to 1982 is contained in Table 12. Historical tables dating back to 1911 can be found in early annual reports of the Department of Labour.

Table 11

Membership of Labour Unions According to Jurisdiction, by Category of Employer, Saskatchewan, January 1982

		Federal jurisdiction			Provincial jurisdiction		
	Both jurisdictions	Total membership	CLC affiliated	Unaffiliated	Total membership	CLC affiliated	Unaffiliated
Total	**100,629**	**15,503**	**13,119**	**2,384**	**85,126**	**61,598**	**23,528**
Private industry	31,682	2,559	2,117	442	29,123	15,515	13,608
Provincial government	36,733	—	—	—	36,733	32,023	4,710
Federal government	10,944	10,944	9,002	1,942	—	—	—
Municipal government	15,048	—	—	—	15,048	11,942	3,106
Co-operatives	6,222	2,000	2,000	—	4,222	2,118	2,104

Sources: Annual Survey of Labour Union Membership made by the Saskatchewan Department of Labour; the Federal Department of Labour and Statistics Canada under *The Corporations and Labour Unions Return Act.*

Table 12

Labour Union Membership, Saskatchewan, January 1935 — January 1982

Year	Number of union members	Year	Number of union members
1935	6,752	1959	48,625
1936	7,417	1960	48,932
1937	8,010	1961*	48,932
1938	9,426	1962	48,034
1939	10,254	1963	48,017
1940	8,725	1964	48,367
1941	9,116	1965	49,621
1942	9,715	1966	51,719
1943	11,124	1967	53,232
1944	16,557	1968	57,335
1945	19,290	1969	57,363
1946	23,895	1970	58,220
1947	25,593	1971	57,720
1948	26,940	1972†	57,720
1949	27,509	1973	59,069
1950	27,609	1974	62,701
1951	30,326	1975	71,271
1952	31,611	1976	85,537
1953	34,695	1977	85,577
1954	38,774	1978	88,605
1955	40,124	1979	92,170
1956	42,145	1980	96,340
1957	45,548	1981	99,328
1958	46,171	1982	100,629

* In the absence of data for 1961, the 1960 figure has been repeated.
† In the absence of data for 1972, the 1971 figure has been repeated.
Sources: Annual Survey of Labour Union Membership made by the Saskatchewan Department of Labour; the Federal Department of Labour and Statistics Canada under *The Corporations and Labour Unions Return Act.*

Industrial Relations Branch

Conciliation Services Division

The Conciliation Services Division provides a voluntary conciliation service to assist employers and unions in resolving disputes arising out of the collective bargaining process, with a view to minimizing conflict and work disruption.

Personnel

The authorized staff of the Conciliation Services Division as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	**4**
Executive Director, Industrial Relations Branch	1
Senior Industrial Relations Officer	2
Clerical	1

Voluntary Conciliation

The conciliation service is offered to labour and industry upon request of either or both parties involved in an industrial dispute.

Disputes may arise during negotiation for an agreement or during the renewal of existing agreements. They may also arise from the application or interpretation of agreements. In disputes resulting in a work stoppage, where no conciliation is requested, the office may approach the opposing parties with a view to resolving the problem.

Conciliation Proceedings During 1981 - 1982

Industrial relations officers were called upon to provide conciliation in 54 disputes during the fiscal year 1981-1982, involving a total of 15,635 employees and 328 employers by location. Of these, one dispute dealt with by industrial relations officers resulted in the establishment of an arbitration board, after conciliation failed to resolve the dispute. In addition, one dispute resulted in the appointment of a mediator after conciliation efforts failed to bring about a settlement. Ten disputes were still pending settlement with the aid of the Conciliation Services Division on March 31, 1982.

Conciliation proceedings are summarized in Tables 13 and 14, by industry and by location.

Table 13

Conciliation Summary, by Industry, Saskatchewan, 1981-82

Industry	Disputes	Workers involved	Employers involved by location
All industries	**54**	**15,635**	**328**
Mining	1	206	1
Manufacturing	13	3,035	27
Construction	—	—	—
Transportation	—	—	—
Communications	1	45	1
Trade	17	3,203	37
Finance	1	77	1
Service	7	1,559	157
Public administration	14	7,510	104

Table 14

Conciliation Summary, by Location, Saskatchewan, 1981-82

Location	Disputes	Workers involved	Employers involved by location
Total	**54**	**15,635**	**328**
Battleford	1	25	1
Estevan	2	316	4
Hudson Bay	1	30	3
Humboldt	1	15	1
Lloydminster	1	104	1
Moose Jaw	5	357	5
Prince Albert	3	147	3
Regina	17	4,810	177
Saskatoon	8	1,443	8
Swift Current	2	284	4
Weyburn	1	110	1
Yorkton	2	156	4
Province-wide	10	7,838	116

Office of The Worker's Advocate

The Worker's Advocate Office provides assistance and advice to claimants who have difficult claims before the Saskatchewan Workers' Compensation Board. Worker's Advocates are officers of the Department of Labour, and are completely independent of the Workers' Compensation Board. They have access to all board files, records and other information relating to the claim under investigation.

Personnel

The authorized staff of the Office of the Worker's Advocate as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	**6**
Worker's Advocate	4
Clerical	2

Assisting Workers

The number of cases handled by the Worker's Advocate Office since its establishment in 1973 has steadily increased. Many cases are referred to the advocates simply by word of mouth. Others are referred by legal assistance clinics, private law firms, doctors, the Provincial Ombudsman, and unions. An increasing number of cases are brought to the advocates' attention by members of the Legislative Assembly and members of the House of Commons.

Upon receiving a request for assistance, the advocate conducts an investigation and advises the worker of the possible course of action. The advocate may appeal a case on an injured worker's behalf and provide presentation at meetings between the claimant and the various levels of the Compensation Board.

The advocates may decline to provide assistance if it is believed that a claimant is not eligible for compensation. In some circumstances, the advocate may refer the claimant to the Provincial Ombudsman or other appropriate agencies for assistance.

Public Relations and Education Programs

The Worker's Advocate Office responds to all requests for speaking engagements and conducts educational programs in conjunction with the Occupational Health and Safety Branch of the Department of Labour. Emphasis is placed on education and public relations programs by the advocates, in an effort to provide assistance to workers before their compensation claims become needlessly complicated.

Claims

Many files are never actually closed by the advocates because of the nature of injuries and the potential for deterioration. As new medical knowledge is acquired and expertise in the occupational health field is gained some claims may be re-opened and reviewed. As well, injured workers frequently request the advocates to review their claims, particularly when changes in legislation have been proposed or new studies have been completed.

During the fiscal year 1981-82, the influx of claims continued. New claims for this period totalled 434. This figure does not include the number of old and closed files which were re-opened.

A summary of the cases handled by the Office of the Worker's Advocate during the period under review is shown in the tables below. Table 15 provides information regarding the number of claims processed; while Table 16 shows the disposition of claims processed.

Table 15

Claims Processed by the Worker's Advocate Office, Saskatchewan, 1981-82

Claims	Number
Total claims	**1,042**
New claims	434
Claims carried over from 1980-81 fiscal year	546
Files re-opened	62
Claims closed	**606**
Claims remaining open as of March 31, 1982	**436**

Table 16

Claims Processed by the Worker's Advocate Office, by Disposition, Saskatchewan, 1981-82

Disposition	Number
Information provided (inquiry)	123
Investigation	769
Outside advocates' jurisdiction (referred to proper authority)	13
Claim from other province	10
Claim initiated with Saskatchewan board	36
Appeal to a medical review panel	4
Representation at the awards committee (responsible for setting permanent pensions)	50
Appeal to claims committee (initial appeal)	106
Appeal to Workers' Compensation Board members (worker's advocate making representation)	89
Request for rehabilitation assistance	42

Labour Relations Board

The main provisions of *The Trade Union Act* are administered by the Labour Relations Board. The board is empowered to issue orders that certify unions as bargaining representatives for appropriate units of employees; that require persons to refrain from unfair labour practices; and, that re-instate employees discharged contrary to *The Trade Union Act*. Also, the board may act as an arbitration board and determine any dispute referred to it by employers and trade unions.

In addition to the powers conferred on it by *The Trade Union Act*, the Labour Relations Board is empowered under *The Construction Industry Labour Relations Act* to issue orders that determine whether an organization is an employers' organization; that determine whether an employer is a unionized employer; that determine whether an employee is an unionized employee; that determine the trade division that is appropriate for the purpose of bargaining collectively; and, that determine the representative employers' organization for the purpose of bargaining collectively.

At the end of March, 1982, the membership of the board was as follows:

N. W. Sherstobitoff, Q.C., Chairman, Saskatoon
J. R. Ingram, Vice-Chairman, Saskatoon
C. C. Cave, Moose Jaw
B. McDonald, Saskatoon
A. F. Fryers, Moose Jaw
C. Lyons, Saskatoon
B. J. Keple, Regina
M. A. Jarvis, Saskatoon
K. Hutchinson, Regina
J. MacLeod, Regina
J. Forsyth, Regina

Personnel

The authorized support staff of the Labour Relations Board as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	**5**
Executive Officer, Labour Relations Board	1
Secretary to the Labour Relations Board	1
Clerical	3

New Legislation

An amendment to *The Construction Industry Labour Relations Act*, that was passed in May, 1980, was proclaimed in effect on May 1, 1981. It establishes that if an employers' organization has been designated or determined to be the representative employers' organization with respect to more than one trade division, only the unionized employers in each trade division are entitled to make decisions with respect to negotiating and concluding a collective agreement on behalf of the unionized employers in the trade division.

In addition, an amendment to *The Trade Union Act* that was introduced in the Legislature during the 1980-81 fiscal year, became effective on April 27, 1981. The amendment provides that it is an unfair labour practice for a strike to take place unless a strike vote has been taken by secret ballot and a majority of the employees voting, have voted in favour of a strike.

Labour Relations Board Meetings in 1981-82

Between April 1, 1981 and March 31, 1982 the Labour Relations Board held 12 meetings lasting a total of 84 days. The average number of days per meeting was accordingly 7 days. Table 17 indicates the trend over the last ten years in the number of meetings, meeting days and days per meeting.

Table 17

Saskatchewan Labour Relations Board Meetings, 1972-73 – 1981-82

Year	Number of meetings	Number of meeting days	Number of days per meeting
1972-73	20	70	3.5
1973-74	12	110	9.2
1974-75	12	133	11.1
1975-76	12	142	11.8
1976-77	12	177	14.8
1977-78	18	104	5.8
1978-79	12	71	5.9
1979-80	12	60	5.0
1980-81	12	75	6.3
1981-82	12	84	7.0

Applications to the Board

A total of 572 applications was considered by the board during the year under review. Of these, 570 applications were made under *The Trade Union Act*. Table 18 shows these applications by applicant, type of application and disposition. The ten-year trend in the annual number of applications to the board under *The Trade Union Act*, is shown by type and disposition in Tables 19 and 20 respectively.

The two remaining applications considered by the board, were made under *The Construction Industry Labour Relations Act*. Tables 21 and 22 show these applications by type and disposition.

Table 23 indicates that during 1981-82, a total of 206 certification orders covering 2,776 employees, was issued by the board; and, six certification orders affecting 173 employees were rescinded.

Table 18

Applications to the Labour Relations Board under Sections 5, 24, 37 and 43 of *The Trade Union Act*, by Type of Application, Disposition and Applicant, Saskatchewan, 1981-82

Type of application and disposition	All applicants	CLC affiliated unions	Unaffiliated labour unions	Individual employees	Employers
Total applications	**570**	**318**	**188**	**22**	**42**
Granted	332	203	100	10	19
Dismissed	84	44	31	9	–
Withdrawn	152	71	55	3	23
Determined*	2	–	2	–	–
Certification (Section 5, clauses a, b and c)	249	193	56	–	–
Granted	206	164	42	–	–
Dismissed	28	15	13	–	–
Withdrawn	15	14	1	–	–
Unfair labour practice (Section 5, clause d)	110	53	31	1	25
Granted	25	17	6	–	2
Dismissed	20	15	5	–	–
Withdrawn	65	21	20	1	23

Table 18 (continued)

Applications to the Labour Relations Board under Sections 5, 24, 37 and 43 of *The Trade Union Act*, by Type of Application, Disposition and Applicant, Saskatchewan, 1981-82

Type of application and disposition	All applicants	CLC affiliated unions	Unaffiliated labour unions	Individual employees	Employers
Reinstatement					
(Section 5, clause f)	75	30	44	1	–
Granted	31	8	23	–	–
Dismissed	10	5	5	–	–
Withdrawn	34	17	16	1	–
Monetary loss					
(Section 5, clause g)	77	30	46	1	–
Granted	33	8	25	–	–
Dismissed	10	5	5	–	–
Withdrawn	34	17	16	1	–
Amendment or rescission					
(Section 5, clauses i, j, k, l)	46	9	9	11	17
Granted	34	6	4	7	17
Dismissed	9	2	3	4	–
Withdrawn	3	1	2	–	–
Exclusion on religious grounds					
(Section 5, clause l)	8	–	–	8	–
Granted	3	–	–	3	–
Dismissed	5	–	–	5	–
Withdrawn	–	–	–	–	–
Reference of dispute					
(Section 24)	2	–	2	–	–
Granted	–	–	–	–	–
Dismissed	–	–	–	–	–
Withdrawn	–	–	–	–	–
Determined*	2	–	2	–	–
Transfer of obligations					
(Section 37)	2	2	–	–	–
Granted	–	–	–	–	–
Dismissed	1	1	–	–	–
Withdrawn	1	1	–	–	–
Technological change					
(Section 43)	1	1	–	–	–
Granted	–	–	–	–	–
Dismissed	1	1	–	–	–
Withdrawn	–	–	–	–	–

* Under *The Trade Union Act* the board may determine the outcome of any dispute referred to it, by either party to the dispute. The decision of the board shall be final and binding.

Table 19

Applications to the Labour Relations Board under Sections 5, 24, 37 and 43 of *The Trade Union Act*, by Type of Application, Saskatchewan, 1972-73 – 1981-82

Type of application	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82
Total applications ...	**285**	**262**	**459**	**364**	**473**	**441**	**361**	**316**	**408**	**570**
Certification (Section 5, clauses a, b and c)	177	169	240	179	171	141	146	156	179	249
Unfair labour practices (Section 5, clause d)	44	47	106	50	120	59	65	48	82	110
Reinstatement (Section 5, clause f)	13	7	14	35	54	93	37	34	40	75
Monetary loss (Section 5, clause g)	9	14	14	34	54	93	34	35	41	77
Combined reinstatement and monetary loss	1	–	–	–	–	–	–	–	–	–
Company dominated (Section 5, clause h)	–	–	–	–	–	–	–	1	–	–
Amendment or rescission (Section 5, clauses i, j, k, l)	40	25	85	61	64	53	70	40	60	46
Combined amendment and certification	1	–	–	–	–	–	–	–	–	–
Exclusion on religious grounds (Section 5, clause l)	–	–	–	–	–	1	5	2	3	8
Reference of dispute (Section 24)	–	–	–	5	1	–	1	–	2	2
Transfer of obligation (Section 37)	–	–	–	–	8	–	–	–	1	2
Technological change (Section 43)	–	–	–	–	1	1	3	–	–	1

Table 20

Applications to the Labour Relations Board under *The Trade Union Act*, by Disposition, Saskatchewan, 1972-73 – 1981-82

Year	Total applications	Granted	Dismissed	Withdrawn	Determined*
1972-73	285	185	44	56	–
1973-74	267	154	28	85	–
1974-75	464	270	64	130	–
1975-76	364	229	65	70	–
1976-77	473	248	146	78	–
1977-78	441	181	58	202	–
1978-79	361	195	63	103	–
1979-80	316	218	60	38	–
1980-81	408	233	76	98	1
1981-82	569	332	83	152	2

* Under *The Trade Union Act* the board may determine the outcome of any dispute referred to it, by either party to the dispute. The decision of the board shall be final and binding.

Table 21

Applications to the Labour Relations Board under Sections 6, 11 and 17 of *The Construction Industry Labour Relations Act*, by Type of Application, Disposition and Applicant, Saskatchewan, 1981-82

Type of application and disposition	All applicants	CLC affiliated unions	Unaffiliated labour unions
Total applications	**2**	**1**	**1**
Granted	–	–	–
Dismissed	1	1	–
Withdrawn	1	–	1
Section 6	–	–	–
Granted	–	–	–
Dismissed	–	–	–
Withdrawn	–	–	–
Section 11	**1**	–	**1**
Granted	–	–	–
Dismissed	–	–	–
Withdrawn	1	–	1
Section 17	**1**	**1**	–
Granted	–	–	–
Dismissed	1	1	–
Withdrawn	–	–	–

Table 22

Applications to the Labour Relations Board under Sections 6, 11 and 17 of *The Construction Industry Labour Relations Act*, by Type of Application, Saskatchewan, 1980-81 and 1981-82

Type of application	1980-81	1981-82
Total applications	**2**	**2**
Section 6	1	—
Section 11	1	1
Section 17	—	1

Table 23

Certifications and Rescissions of Certifications Granted by the Labour Relations Board, Saskatchewan, 1981-82

Affiliation	Certifications		Rescissions of certifications		Net increase in the number of employees in certified bargaining units
	Number of orders	Employees affected	Number of orders	Employees affected	
Total	**206**	**2,776**	**6**	**173**	**2,603**
CLC	164	1,928	3	114	1,814
Unaffiliated	42	848	3	59	789
Employee	—	—	—	—	—

Occupational Health and Safety Branch

The Occupational Health and Safety Branch is responsible for administering and enforcing legislation dealing with:

- the protection of workers against risks to their health or safety arising from their employment; and
- the reduction of risks associated with fire and radiation hazards, and with the installation of gas, electrical, elevator, boiler and pressure vessel equipment and appliances.

Worker Protection

The branch meets its responsibilities for worker protection principally through its Occupational Health and Education and Research Divisions and its library and laboratory facilities.

Equipment Protection and Fire Safety

The Safety Services Division, through its inspections, licensing and permit systems, is responsible for the safe installation, maintenance and operation of the equipment listed above, and for fire safety.

Activities

During the year under review, The Occupational Health and General Regulations were enacted by Order-in-Council in April, 1981 and came into effect May 17, 1981. The regulations cover a wide range of topics including: general duties of employers and workers; notification of certain occupational diseases; restrictions on the employment of persons under 18 in certain hazardous occupations; and, the provision of general health requirements in the workplace.

They contain provisions designed to expand and strengthen the role of the occupational health committee; reduce unnecessary fatigue and stress; and protect workers from growing dangers of noise and and chemical substances in work environments. A process for obtaining information on chemicals stored, used, or manufactured in the workplace is also contained in the new regulations.

The regulations apply at all workplaces in the province except those under federal jurisdiction.

Out-of-province interest in Saskatchewan programs in occupational health and safety continued at a high level through numerous visits by officials and delegations from other provinces and countries, and invitations to branch personnel to present papers or otherwise participate in conventions, conferences and meetings.

The Occupational Health Council continued to provide useful advisory and consultative services. Members of the council are:

Mr. Nicholas Sherstobitoff, Saskatoon (Chairman)
Mr. I. W. Carlson, Melville
Mr. George Devlin, Regina
Mr. William Gilbey, Regina
Mr. Gordon Greene, Moose Jaw
Mr. Hugh F. McLeod, Leross
Mr. Albert V. Mracek, Saskatoon
Mr. Al Neuman, Saskatoon
Mrs. Evelyn Potter, Biggar
Mr. George Semeniuk, Saskatoon

Education and Research Division

The Education and Research Division is responsible for organizing and conducting training courses and programs to assist occupational health committees to better discharge their duties under the Act and regulations; for preparing and distributing hazard alerts and other information on significant occupational health and safety matters; for responding to requests for information from other division personnel, other government bodies, committees, and the public; for co-ordinating the preparation of regulations and supporting explanatory and interpretational material; and for preparing and maintaining statistics on occupational accidents and morbidity.

Personnel

The authorized staff of the Education and Research Division as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	4
Director, Education and Research Division	1
Research Officer	2
Occupational Health Program Co-ordinator	1

Education Program

The completely new two-day Occupational Health and Safety Training (OHST) course "Better Working Environment" was conducted by division personnel for 24 joint classes attended by 203 workers and 152 management members of occupational health committees and for four union-sponsored classes attended by 85 participants.

At the request of the Saskatchewan Power Corporation (S.P.C.), the division provided course materials and trained two S.P.C. instructors to teach the OHST course. These instructors conducted eight joint classes for 121 S.P.C. committee members.

In late 1980, the division completed preparation of a special OHST program for the Saskatchewan Construction and General Workers' Training Trust Fund. This is a joint organization composed of construction industry employers and the Saskatchewan Construction and General Workers' Union, funded by signatory contractors, for upgrading labourers' skills. The specialized OHST course was developed for delivery at the Buffalo Narrows training centre and is being expanded for delivery to construction labourers in the southern areas of the province as well. Under this arrangement the division undertakes to prepare and provide course materials and train and monitor the instructors who are employed by the Trust Fund. During the year under review, two courses were attended by 18 participants in Buffalo Narrows and in the south, five courses were attended by 36 bricklayers and 31 labourers.

In addition to formal OHST training sessions, division personnel conducted or participated in: seminars and workshops for union and management associations; pre-employment classes; high school, university and technical institute student sessions; and miscellaneous meetings. This service was provided on 52 occasions, attended by 1,797 persons.

Research

As a basis for its education and information activities, the division regularly reviews numerous professional journals relating to occupational health and safety, maintains liaison with other jurisdictions, and conducts special studies as required to respond to concerns from committees, unions or employers. Research findings, translated into non-technical language, are provided to workplaces, with recommendations as to engineering or work practice controls where appropriate. One "hazard alert" was prepared and distributed during the year under review.

Library

The Occupational Health and Safety Library continued to meet increasing demands for material and reference services. The film lending service was heavily used, with 2,000 showings to worker audiences, totalling approximately 40,000 persons. The film library currently holds 113 films and two more are currently on order.

First-Aid Training

The division administers a program of first-aid training for Saskatchewan workers through contractual arrangement with the St. John Ambulance Association. Twenty-five scheduled courses in 13 different communities were sponsored by the division, to afford training to more than 453 workers. In addition, materials and supplies were provided to employers in the province, who conducted an additional 36 courses for a total of 559 graduates.

Other Activities

In addition to co-ordinating the preparation, enactment and circulation of the new Occupational Health and General Regulations, the division undertook to prepare supporting interpretation and compliance guidance documents. To date, three manuals have been prepared:

(a) Manual for Occupational Health Committees;

(b) Noise Regulations: A guide to compliance; and

(c) Chemical Substances: A guide to compliance.

As in previous years, interest from other jurisdictions in the Saskatchewan occupational health and safety program continued to be high, with numerous requests for information, as well as several visiting delegations.

Occupational Health Division

The purpose of the Occupational Health Division is to establish and maintain adequate standards for the protection of the health and safety of workers in all places of employment under provincial jurisdiction. The division works to secure these standards through regular and special inspections by occupational health officers and mines inspectors, aided by specialized support services of other units in the branch. The division works in close co-operation with the occupational health committees at workplaces throughout the province. The Occupational Health Division has offices in Regina and Saskatoon, and provides full-time service to Prince Albert through the Department of Labour office there.

Personnel

The authorized staff of the Occupational Health Division as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	**40**
Executive Director, Occupational Health and Safety Branch	1
Director, Occupational Health Division	1
Senior Occupational Hygienist	1
Occupational Hygienist	5
Occupational Health Consultant	1
Senior Occupational Health Officer	2
Occupational Health Officer	11
Senior Toxicologist	1
Radiation Health Physicist	1
Chief Engineer of Mines	1
Engineer of Mines	4
Mines Inspector	1
Mines Rescue Instructor	1
Library Technician	1
Clerical	8

Industrial Toxicology Unit

The Industrial Toxicology Unit provides toxicological/medical support for other units in the branch. It provides advisory services on occupational health matters to occupational health committees, labour unions, practising physicians and federal and provincial government bodies. Medical support is presently being obtained on a consultant basis from several practising physicians, who also provide medical evaluation and/or supervision of workers exposed to hazardous processes. Special investigations are conducted into health and toxicological problems at workplaces.

During the year under review, 18 places of employment were investigated for working conditions which may have resulted in the occurrence of several occupational diseases. Workers were interviewed and the use of toxic chemical substances was reviewed. Medical examination was provided for workers at two places of employment.

The unit responds to inquiries concerning toxicological properties of industrial material, hazards associated with industrial processes, limitations of existing standards, work-relatedness of diseases; and, provides scientific evidence to substantiate any advice or recommendation. During the year, research was conducted and advisory services were provided in response to 36 such inquiries. Moreover, responses were provided to 33 inquiries for information about industrial substances of established toxicological nature.

The unit evaluates research findings and makes recommendations for modifications of the existing regulations, as required, to reflect new scientific knowledge.

Mine Safety Unit

The functions of the Mine Safety Unit are:

(a) to ensure that mining operations in Saskatchewan are conducted in accordance with the requirements of *The Occupational Health and Safety Act*, Mines Regulations and other associated regulations;

(b) to promote the effective operation of the occupational health committees at all mines;

(c) to co-ordinate and improve mine rescue programs; and

(d) to promote healthy and safe working conditions by giving advice and guidance to operators or workers, individually or through the committee structure.

Inspections

Compliance with the legislation, at mining operations, is achieved by regular inspections. Inspectors of the unit wrote 288 inspection reports containing 2,474 notices of contravention during the year ending March 31, 1982. Comparable figures for 1980-81 were 277 and 1,847 respectively. Inspectors also carried out investigations of serious accidents and dangerous occurrences; inspected hoisting systems; carried out radiation,

ventilation and dust surveys; and made necessary investigations before issuing approval for various phases of mining operations.

Mine Rescue

The Mine Safety Unit took an active part in the training of mine rescue personnel. Twenty-two courses for mine rescue persons and two for mine rescue instructors were held during the year under review; 37 mine rescue person certificates and 51 certificates of competency in supervisory duties, in an emergency, were awarded during this period.

The Provincial Mine Rescue Competition, sponsored by the Saskatchewan Mining Association, was judged by inspectors of the unit and was won by the Potash Corporation of Saskatchewan, Lanigan. The Canadian Mine Rescue Competition which was held in British Columbia was won by Saskatchewan.

Courses — Certification Programs

Inspectors of the unit conducted 55 examinations for blasting certificates; 48 candidates were successful and received certificates.

The Mines Regulations require that, after January 1, 1980, workers in underground and open pit operations be supervised by supervisors possessing certain qualifications, including a certificate indicating satisfactory knowledge of the law pertaining to health and safety. Following examinations by the Mine Safety Unit, 71 such certificates were issued during the year under review.

Accidents

During the year under review, five mine workers were killed in underground accidents, compared with three fatalities in the previous reporting period. The lost time accident rate for this year was 38, compared with 37 in 1980, 38 in 1979, 35 in 1978 and 34 in 1977.[1]

[1] The rate is the number of hours lost per million hours worked (calendar years have been used for comparison).

Health and Safety Standards Unit

The occupational health officers in this unit are responsible for conducting health and safety inspections at all Saskatchewan workplaces (other than mines) to which *The Occupational Health and Safety Act* applies, in order to secure compliance with the Act and regulations and to assist with the effective functioning of occupational health committees.

Inspections

During the fiscal year 1981-82, occupational health officers, accompanied by occupational health committee members, conducted 2,629 inspections and ordered the correction of 947 contraventions of the Act and regulations. Slightly over 83 per cent (2,193) of the total number of inspections conducted by the officers revealed no contraventions of the Act or its regulations. Monitoring of working environments and other related concerns required 28 visits.

Occupational Health Committees

The occupational health officers continued to assist workers and employers to improve and strengthen the functioning of the occupational health committees. During the fiscal year, the officers made 1,519 visits to the committees.

Investigations

Investigations were conducted into 21 accidents, including eight which involved loss of life. Special investigations were also conducted in response to complaints from workers, families, and other interested persons.

Prosecutions

Six prosecutions were initiated during the 1981-82 fiscal year. Three companies were found not guilty; two of these judgments were appealed by the Crown with no decisions on the appeals as of March 31, 1982. The three remaining companies were found guilty; one company has appealed the verdict, however, the appeal had not been heard as of March 31, 1982.

Occupational Hygiene Unit

The Occupational Hygiene Unit is concerned with the identifying and controlling of health hazards in manufacturing processes and the providing of information to officers of the branch, occupational health committees and other agencies involved in occupational health.

Investigations

The main activities of the hygiene unit were directed towards investigating specific hazards. Of 111 surveys conducted, 52 involved investigations into formaldehyde in homes due to urea formaldehyde foam insulation. Due to the demand on the unit's resources, the formaldehyde project was transferred to Saskatchewan Health in October, 1981. A hygienist represented Saskatchewan and presented evidence at the federal hearings on the ban of urea formaldehyde foam insulation.

Occupational health committees continue to participate in hygiene surveys. A comprehensive survey of workplace contamination due to coal dust has been initiated in which committees sample daily for two-week periods under the guidance of a hygienist.

The hygienists are becoming more involved with non-survey inspections, particularly in control of asbestos removal projects. A total of 52 inspections or consultations was made related to general health concerns.

With the introduction of the new Occupational Health and General Regulations, input was required from hygienists in the interpretation of various sections of the regulations and in the preparation of educational material. Of particular note is the preparation of procedures for interpreting noise regulations and the investigation of the use of chemicals in clinical laboratories. Noise surveys were made in seven workplaces and numerous companies contacted the unit for information related to noise testing techniques, control measures and interpretation of regulations. Ten clinical laboratory facilities were examined and improvements in control measures and work procedures have been initiated.

Laboratory

The laboratory provides analytical services necessary to support branch programs and is responsible for the maintenance and calibration of field equipment.

During the 1981-82 fiscal year, a total of 734 samples was submitted for analysis, of which 125 involved materials suspected of containing asbestos. Fifty samples were from surveys undertaken by the Mine Safety Unit and 529 samples were collected during surveys by hygienists.

Services performed for the Radiation Safety Unit involved examining 455 swabs used to monitor leaks around radiation sources and the readout of 3,284 thermal luminescence dosimeters.

Safety Services Division

The objective of the Safety Services Division of the Occupational Health and Safety Branch, is to ensure maximum safety to industry and the general public in the fields of boiler and pressure vessel installations; electrical and elevator installations; fire safety; gas installations; and radiation safety.

The Safety Services Division, organized into five units, regulates the licensing and inspection of all relevant equipment and the procedures for installation and operation of that equipment. In addition, the division provides an information program to educate industry and the public, with respect to the fields of safety within its responsibility.

Personnel

The authorized staff of the Safety Services Division as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	**110**
Director, Safety Services Division	1
Chief Boiler and Pressure Vessel Inspector	1
Assistant Chief Boiler and Pressure Vessel Inspector	1
Boiler and Pressure Vessel Inspector II	2
Boiler and Pressure Vessel Inspector I	13
Pressure Welder Inspector	1
Chief Electrical and Elevator Inspector	1
Assistant Chief Electrical and Elevator Inspector	1
Senior Electrical Inspector	2
Electrical Inspector	22
Elevator Inspector	2
Fire Commissioner	1
Deputy Fire Commissioner	1
Fire Prevention Officer II	1
Fire Prevention Officer	13
Architect II	1
Chief Gas Inspector	1
Assistant Chief Gas Inspector	1
Gas Inspector II	2
Gas Inspector I	18
Radiation Health Officer	2
Clerical	22

Boiler and Pressure Vessel Safety Unit

The purpose of the Boiler and Pressure Vessel Safety Unit is to provide minimum safety standards with respect to the design, construction, installation, operation and maintenance of both high and low pressure boilers, pressure vessels of all types, pressure plants and other related hazardous equipment.

All pressure vessels and boilers used in the province are inspected periodically. In addition, all new designs of boilers and pressure vessels and related equipment are inspected by the unit before they are installed. The unit is also responsible for examining and licensing all power engineers, firemen and pressure welders who will be operating or repairing equipment in the province.

Legislation and Regulations

The Boiler and Presure Vessel Safety Unit administers *The Boiler and Pressure Vessel Act* and regulations made thereunder. During the year under review, the schedule of fees provided for in Saskatchewan Regulations 212/80 was repealed and replaced by Saskatchewan Regulations Chapter B-5 Reg 1. There were no amendments to the Act.

In the interest of uniformity of safety standards throughout Canada, the following codes and specifications have been adopted by order-in-council and are administered as part of the regulations under *The Boiler and Pressure Vessel Act*:

(a) C.S.A. Code B51;

(b) C.S.A. Code B52;

(c) A.N.S.I. Code for pressure piping;

(d) A.S.M.E. Code for boilers, pressure vessels and pressure welding, sections one to eleven inclusive;

(e) Department of Transport specifications for construction and testing of liquefied propane portable cylinders.

Inspections

The Boiler and Pressure Vessel Act provides for periodic inspections of all high pressure boilers in power plants, low pressure boilers in heating plants and all other pressure vessels and pressure plants used in connection with air, hot water, steam, oil, liquefied propane, compressed gas or for refrigeration purposes. It also provides for shop inspection of all pressure vessel construction performed in manufacturing plants.

Boilers, refrigeration plants and pressure vessels in refineries are subject to inspection once annually. Pressure vessels must be registered with the department annually.

During the year under review, inspectors made a total of 15,243 inspections. Included in this total were inspections of 397 new boilers, 2,528 pressure vessels and 23 refrigeration plants which were installed in the province. Of these, 88 were manufactured in the province and were shop-inspected by inspectors during construction.

Inspectors also reset and sealed 563 safety valves, mostly used on oilfield vessels, and rerated two oilfield treater vessels. Four vessels not stamped previously with the registration number were stamped by inspectors.

A total of 2,023 improvement orders, or recommendations pertaining to improper or hazardous conditions was made by unit inspectors in accordance with *The Boiler and Pressure Vessel Act*, and regulations thereunder.

Under contract arrangements with the Canada Department of Labour, 551 inspections were made under that department's Safety Code.

The number of inspections under *The Boiler and Pressure Vessel Act* during 1980-81 and 1981-82 are shown below in Table 24.

Table 24

Number of Inspections under *The Boiler and Pressure Vessel Act*, Saskatchewan, 1980-81 and 1981-82

Type of inspection	1980-81	1981-82
Total	**13,944**	**15,243**
Boilers	7,381	7,368
Pressure vessels	6,071	7,329
Refrigeration plants	492	546

Approval and Registration of Design

As provided in the regulations under *The Boiler and Pressure Vessel Act*, design drawings and complete specifications of every new design of a boiler, pressure vessel or fitting to be used in connection therewith, for use in the province, must be submitted to the office of the chief inspector for approval and registration before construction may be legally commenced.

During the year under review, 764 new designs were received and checked for compliance with the various regulations in force and the engineering codes adopted. Of these 667 were registered and 97 were rejected. This number includes 103 welding procedures, some of which were single units, but most of which were in multiple groups.

Forty-one design lay-outs for boiler and pressure vessel installations in new buildings were reviewed.

Engineers' and Firemen's Qualifications

Every engineer or fireman responsible for the operation of a high pressure boiler, a low pressure boiler of 300 or more kilowatts, a steam plant, or refrigeration plant must hold a certificate of an appropriate class, as specified in *The Boiler and Pressure Vessel Act*. Such certificates are issued to persons who have the necessary qualifications and pass an examination.

All permanent certificates are valid for as long as they continue to be registered annually with the unit. Temporary certificates are valid for one year from the date of issue and may be renewed without examination, if application for renewal is made in accordance with the regulations.

Under Section 29 of *The Boiler and Pressure Vessel Act* the chief inspector may, in exceptional circumstances, issue a 30-day permit authorizing the operation of a steam plant by a person holding a certificate one class lower than the appropriate class.

The following table shows certificates issued in each classification and the number of examination papers written, during the year under review.

Table 25

Engineers' and Firemen's Qualifications, Saskatchewan, 1981-82

Type of certificate or examination	Examination papers written	Certificates issued	Annual registrations
Permanent certificates	**858**	**286**	**3,009**
First class	73	6	187
Second class	198	16*	343
Third class	199	41†	475
Fourth class	231	110‡	780
Fifth class	110	75**	663
Heating plant engineer's	—	—	17
Refrigeration engineer's	47	38	539
Final traction engineer's	—	—	4
Fireman's permanent	—	—	1
Temporary certificates	**625**	**3,660**	**—**
Provisional	—	—	—
Special provisional	57	165	—
Fireman's	520	3,212	—
Refrigeration operator's	48	149	—
Thirty-day permits	**—**	**10**	**—**
Ninety-day permits	**—**	**124**	**—**

* Includes two duplicates
† Includes six duplicates
‡ Includes four duplicates
** Includes one duplicate and three Fifth class certificates issued in lieu of failed Fourth class examinations.

Note: The above totals include the following certificates issued on an exchange with other provinces: two Second class certificates, six Third class certificates and nine Fourth class certificates.

Pressure Welding Qualifications

Welding regulations under *The Boiler and Pressure Vessel Act*, provide that any pressure welding on a boiler, pressure vessel, pressure piping, or pressure plant may be done only by persons authorized by the Boiler and Pressure Vessel Safety Unit.

Welding authorizations are issued to persons who have passed a welder's qualification test, supervised by an inspector appointed under *The Boiler and Pressure Vessel Act*. They are renewable 18 months from the test date, subject to testing.

The number of welding qualification tests conducted during the 1980-81 and 1981-82 fiscal years is shown below in Table 26.

Table 26

Welding Qualification Tests, Saskatchewan, 1980-81 and 1981-82

Type of test	1980-81	1981-82
Total tests	**764**	**1,104**
Qualification tests (each for four positions)	579	873
Pipeline and other special tests	185	231

Accidents

There were no major accidents during the fiscal year.

Prosecutions

Two prosecutions were initiated under the Act and both resulted in convictions.

Electrical and Elevator Safety Unit

The Electrical and Elevator Safety Unit is responsible for the protection of the public from personal injury or property damage as a result of unsafe electrical and elevator installations or equipment.

The unit examines new electrical installations, equipment and alterations and additions made thereto. It re-inspects certain existing electrical installations and examines all electrical equipment intended for distribution in the province. The unit periodically inspects all passenger and freight elevators intended for installation in the province. The unit licenses contractors, employers and tradesmen making electrical installations; suppliers of electrical equipment; and, all elevators and elevator contractors.

Inspection Districts

For the purpose of the conducting of electrical inspections, the province is divided into 14 rural districts and three city districts (Regina, Saskatoon and Moose Jaw). Electrical inspectors for rural districts, not in the immediate vicinity of these three cities, are located in North Battleford, Prince Albert, Tisdale, Yorkton, Swift Current and Estevan. For inspection of elevators, the province is divided into two areas, with an inspector located in Regina and another in Saskatoon.

Legislation and Regulations

The Electrical and Elevator Safety Unit enforces *The Electrical Inspection and Licensing Act, 1981*; *The Passenger and Freight Elevator Act*; and regulations made under both Acts.

During the 1981-82 fiscal year, a new *Electrical Inspection and Licensing Act* was assented to May 19, 1981. Regulation Chapter E-7.1 Reg 1 cited as Electrical Contractors' Guarantee Bond Regulations was filed and became effective under Order-in-Council 1376/81 on September 1, 1981. Regulation Chapter E-7.1 Reg 2 was filed under Order-in-Council 1686/81 on November 3, 1981, as Electrical Permit, Inspection and Licensing Fees Regulations effective January 1, 1982.

Along with supplementary and amending modifications, Parts I, II and V of *The Canadian Electrical Code* have been adopted as requirements governing electrical installations in Saskatchewan.

Electrical Inspections

Under the provisions of *The Electrical Inspection and Licensing Act, 1981*, permits must be obtained for all new electrical installations, additions and alterations on consumer property, and lightning rod installations.

During the year under review, 4,799 permits for very small installations were cleared without inspection. The inspection time saved through this policy was diverted to planned re-inspection of existing high-occupancy buildings and to the responding to increasing demand for information, from the public and tradesmen.

In Regina, Saskatoon and Moose Jaw, "random" inspections were made before electrical wiring was covered; and, on all but very minor installations, inspections were made upon completion. In other areas, inspections are deferred until after the installation has been completed, except for larger installations, which require scheduled visits.

If inspections reveal non-conformance to the Act or regulations thereunder, the contractor is required to make the necessary alteration within a specified time. The same procedure is followed with respect to sub-standard lightning rod installations. Existing installations are re-inspected upon requests made by fire departments, insurance companies, utilities or contractors, and by individuals concerned about safety of wiring. Owners of installations constituting a potential hazard are required to bring such installations up to standard within a specified time, which varies depending on the degree of hazard involved.

Upon examination of 26,209 installations during the period under review, 4,581 notices were issued requesting contractors or owners to remove hazards from defective installations. Of these defective notices, 655 were issued in connections with old, existing installations.

Licensing

The contractor, employer and journeyman making electrical installations, and every person engaged in the business of a supply house must hold an appropriate licence as specified in *The Electrical Inspection and Licensing Act, 1981*.

The licence indicates the qualifications of the holder, and is used as a means of control, in enforcing *The Electrical Inspection and Licensing Act, 1981* and the regulations thereunder. Table 27 shows the number of licences issued under the authority of the Act to contractors, employers, journeymen and operators of supply houses, during the fiscal years 1980-81 and 1981-82.

Table 27

Licences Issued under
The Electrical Inspection and Licensing Act, 1981,
Saskatchewan, 1980-81 and 1981-82

Type of licence	1980-81	1981-82
Total	**2,110**	**1,245**
Contractor's	**611**	**480**
Full — one-year	282	192
Full — five-year	228	182
Restricted full — one-year	7	5
Restricted full — five-year	11	14
Limited — one-year	82	87
Limited — five-year	1	—
Employer's	**110**	**102**
Journeymen's	**1,363**	**634**
General	1,326	587
Restricted	28	34
Temporary	9	13
Supply house's	**26**	**29**

Plans and Equipment Approvals

During the year under review, plans and equipment approvals for 443 institutional and industrial projects were reviewed and approved or commented on. There were 216 special acceptances of equipment of special design, after inspection and test by staff of the unit.

Prosecutions

Three prosecutions were undertaken during the year under review. Convictions were obtained in all three cases. Charges against a fourth person were withdrawn.

Elevator Inspections

The Passenger and Freight Elevator Act and regulations made thereunder, provide for periodic inspection of passenger and freight elevators in the province and for the annual licensing of elevators and elevator contractors. They require further, that plans and specifications of new installations be submitted to the unit for approval and registration.

During the year under review, the unit made 1,451 routine elevator inspections and 66 special inspections. Special inspections are those made for insurance companies, those made for purposes of approving major changes in installations, and those required to determine whether equipment falls under jurisdiction of the Act.

Licensing

Table 28 shows the number of annual licences issued during the years 1980-81 and 1981-82.

Table 28

Licences Issued under
The Passenger and Freight Elevator Act,
Saskatchewan, 1980-81 and 1981-82

Type of licence	1980-81	1981-82
Total	**1,419**	**1,501**
Passenger elevator	825	893
Freight elevator	237	239
Hand-power freight	16	16
Hydraulic freight	64	67
Electric dumbwaiter	156	155
Stairglide	4	4
Wheelchair lift	9	12
Manlift	43	42
Escalator	14	21
Workman's hoist	—	—
Chair lift	2	—
Handle tow	6	4
T-bar	6	7
Rope tow	14	18
Elevator contractor's — Class "A"	11	11
— Class "B"	12	12

New Installations

During the period under review, 95 specifications of new installations and major alterations were approved and registered.

A total of 98 new installations and major alterations was completed and acceptance inspections were made in all cases.

Table 29

Approvals and Registrations Issued under
The Passenger and Freight Elevator Act,
Saskatchewan, 1980-81 and 1981-82

Type of installation	1980-81	1981-82
Total	**92**	**98**
Passenger elevator	67	57
Freight elevator	11	12
Dumbwaiter	3	2
Stairglide	2	3
Wheelchair lift	3	13
Manlift	1	—
Escalator	3	5
Workman's hoist	1	1
T-bar	—	—
Rope tow	1	5

Prosecutions

There were no prosecutions for offences under *The Passenger and Freight Elevator Act* and regulations thereunder during the year under review.

Fire Safety Unit

The Annual Report of the Fire Commissioner is published separately, based on the same fiscal year as is this report. It contains more detailed information on the activities of the Fire Safety Unit, the causes of the fires and the extent of fire loss in Saskatchewan.

The purpose of the Fire Safety Unit is to protect the public from loss of life or property as a result of fire.

The unit inspects public buildings, prepares educational and practical programs in fire prevention, aids in the training of volunteer firefighters, carries out fire and arson investigations, examines plans and specifications of public buildings, keeps a record of information on fires in the province and provides assistance to other government departments, municipalities, industry and organizations with respect to fire safety matters.

Inspection Districts

The province is divided into nine districts with fire inspectors based in Saskatoon, Swift Current, Prince Albert, North Battleford and Yorkton. Five inspectors work out of the Regina office; two of these conduct the fire training program.

Legislation and Regulations

The Fire Safety Unit enforces *The Fire Prevention Act, 1980* and the regulations enacted thereunder.

In addition the unit enforces those regulations with respect to fire precautions adopted under *The Housing and Special-care Homes Act, The Mental Health Act* and *The Civil Defence and Disaster Act.*

Inspections

Inspectors of the Fire Safety Unit carried out an inspection program in 1981-82 in various classes of buildings with the exception of dwellings, where inspections were made only as a result of a complaint or obvious hazard. Inspection of dwellings by local authorities is encouraged because of the large inspections staff which would otherwise be required for this activity. Hospitals, institutional buildings, schools and other places of public assembly were inspected in the interest of fire safety. Government-owned buildings were also inspected for fire safety and evacuation procedures.

Routine inspections were conducted during the fiscal year in 323 towns, villages and hamlets.

In large urban municipalities where paid fire departments are in existence, local fire departments are encouraged to make inspections of public buildings, except in special circumstances where provincial attention is required.

During the year, fire prevention officers made 3,603 inspections excluding oil burner inspections, which are mentioned elsewhere in this report. Of this number 743 were special inspections and 368 were re-inspection follow-ups on previous orders. A total of 650 orders to remedy certain conditions within specified periods of time was issued.

Inspections and improvement orders are shown in Table 30 according to class of property inspected.

Table 30

Inspections and Improvement Orders by Property Classification, Saskatchewan, 1981-82

Class of property	Inspections (calls)	Improvement orders issued
Total	**3,603***	**650**
Residential	**450**	**144**
Apartment blocks	69	19
Convents, dormitories and residential schools	24	8
Dwellings, teacherages, rectories, etc.	60	1
Hotels, motels, rooming houses, etc.	213	87
Nurses' residences, etc.	5	1
Summer cottages, camps, etc.	79	28
Commercial	**1,607**	**120**
Auto body shops	1	—
Bulk oil stations	140	41
Fertilizer plants	3	—
Garages and filling stations	331	38
Hatcheries and brooders	1	—
Laundries and drycleaners	11	—
Lumberyards	13	1
Machine and welding shops	2	—
Stores and office buildings	994	38
Warehouses (storage)	81	1
Others	30	1
Institutional and assembly buildings	**1,349**	**353**
Churches	228	21
Dining rooms	20	5
Homes for the aged and related buildings	101	16
Hospitals and nursing homes	84	23
Poolrooms and bowling alleys	2	—
Prisons, jails, etc.	2	—
Public halls	273	91
Rinks and skating sheds	238	64
Schools and related buildings	295	117
Sanatorium and associated buildings	—	—
Theatres	23	2
Others	85	14
Manufacturing	**13**	**1**
Creameries and dairies	—	—
Filtration plants	1	—
Sulphate plants and related buildings	—	—
Woodworking plants	—	—
Others	12	1
Miscellaneous	**184**	**32**
Airport and transport buildings	2	—
Amusement and recreation parks	21	11
Fire halls	78	—
Gasoline and diesel storage	56	18
Power plants	1	—
Pump stations and water towers	2	—
Treatment plants (water, etc.)	8	1
Vacant buildings	1	—
Others	15	2

* Includes 743 special inspections and 368 re-inspections.

Plans and Specifications

During the fiscal year ended March 31, 1982, 1,254 plans and specifications of new buildings, or additions to existing buildings, were reviewed. Of these 333 were approved with minor provisions and 747 were approved subject to alterations. Approval was not given in 174 examinations, either because of requirements for major re-design or because the review was only advisory. The above figures do not include sketches and drawings which were reviewed in consultation with architects and other interested persons previous to the preparation of preliminary and/or final drawings.

As in previous years, plans required to be submitted were examined in compliance with the Flammable Liquids Regulations, the Hotel Regulations, the Hospital Fire Regulations, the Regulations Governing Fire Safety in Educational Buildings, the Regulations Governing Installation of Automatic Sprinkler Systems, and pertinent sections of the regulations under *The Housing and Special-care Homes Act.*

In examining plans submitted for government buildings and plans voluntarily submitted for structures such as churches, lodge rooms, and drycleaning plants, the Fire Safety Unit continued to apply the National Building Code of Canada as widely as possible. Codes of the National Fire Prevention Association and other standards of good practice are also used for this purpose.

The following table shows the number of plans and specifications reviewed since 1979-80.

Table 31

Plans and Specifications Reviewed, by Disposition, Saskatchewan, 1979-80 — 1981-82

Disposition	1979-80	1980-81	1981-82
Total	**1,439**	**1,356**	**1,254**
Approved	547	382	333
Approved subject to alteration	654	771	747
Rejected or pending	238	203	174

Fire Investigation

The number of fire investigations conducted by the Fire Safety Unit and police departments during 1981-82 totalled 224. The investigations included cases in which arson was suspected and also cases in which, for preventive reasons, it was deemed in the public interest to determine the cause of the fire. While fire prevention officers made a number of investigations unassisted, in many cases they assisted law enforcement officers in determining causes of fires — whether of accidental or intentional origin.

Fire Record

Under the provisions of *The Fire Prevention Act, 1980* the Fire Commissioner is required to maintain a record of fires occurring in the province, including facts relating to origin and circumstances, as determined by Fire Safety Unit investigations and reports of adjusters and police. Data contained in reports of fires are summarized in the Annual Report of the Fire Commissioner.

Oil Burners

The Fire Prevention Act, 1980, and regulations thereunder require that distributors and wholesalers of oil burners obtain an annual licence, and that firms or persons installing and servicing oil-burning equipment take out an annual or quinquennial licence, as authorization by the Fire Commissioner for such work. The number of licences and the number of oil burner installation permits issued during the fiscal year ended March 31, 1982, are shown in Table 32.

During the fiscal year 1981-82, 424 oil burner inspections were made.

Table 32

Oil Burner Licences and Permits Issued under *The Fire Prevention Act, 1980*, Saskatchewan, 1980-81 and 1981-82

Type of licence or permit	1980-81	1981-82
Total oil burner licences	**180**	**129**
Wholesalers' or manufacturers' (annual)	11	12
Installers' (annual)	51	42
Installers' (quinquennial)	118	75
Total oil burner permits (annual)	**166**	**106**

Fire Prevention Education Program

During the year under review, fire prevention films owned by the Fire Safety Unit were widely used throughout the province by arrangement with SaskMedia. Fire prevention officers also showed films to school children and various organizations.

The Fire Safety Unit continued to advise municipal councils and fire departments on fire protection requirements. A total of 120 fire department surveys was made during the year. Inspectors advised institutions, hospitals and hotels on fire emergency programs, fire exit drills and other safety matters. In addition, inspectors attended 135 special meetings with fire chiefs, local authorities and other persons concerned with fire prevention.

The fire prevention education program is summarized below:

Table 33

Selected Activities in Fire Prevention Education, Saskatchewan, 1981-82

Selected activities	Number of meetings	Attendance
Public meetings	4	69
School lectures	46	5,788
Other lectures and demonstrations	12	—
Film showings	74	5,319
Fire department conferences	18	—
Municipal council conferences	37	—
Meetings with school boards	10	—
Meetings with hospital boards	1	—
Meetings with fire chiefs, etc.	105	—
Court cases	3	—
School fire drills	40	—

Note: Attendance figures are not recorded for all activities.

Fire Prevention Week

In 1981, the week of October 4 to 10 was designated as Fire Prevention Week and was emphasized by means of lectures to school children, distribution of films, special fire prevention literature, news releases and special messages from both the minister in charge of *The Fire Prevention Act, 1980*, and the Fire Commissioner.

The Fire Safety Unit again sponsored the annual Fire Prevention Poster Competition for public and high schools. Thirty-nine cash awards were provided. The competition was divided into eight groups, covering Grades 1 to 12 in four divisions for city and rural school categories. A total of 4,022 entries was received. Winners of the contest were notified of their awards by the minister in charge of *The Fire Prevention Act, 1980*. The awards were made public through the press, radio and television.

Firefighters' Training and Fire Prevention Programs

During the fiscal year, training schools for volunteer firefighters were conducted in 27 towns and villages. In addition, four instructor and three pump operator courses were held during the winter of 1981-82.

Of the 2,184 registrants at these schools, 762 student firemen completed the training courses and received certificates. The number of schools conducted, location and date of training is shown in Table 34.

Fire prevention officers lectured and gave tabletop fire demonstrations at one dangerous goods seminar; at 21 fire prevention meetings in hospitals, schools, hotel association workshops, and other similar events; and to R.C.M.P. recruit training classes at one fire safety course, during the 1981-82 fiscal year.

Table 34

Volunteer Firefighters' Training Schools, Saskatchewan, 1981-82

Location	Period
Pennant	April 13, 14, 15
Waskesiu Lake	April 21, 22, 23
Fillmore	April 27, 28, 29
Maryfield	May 4, 5, 6
Leask	May 11, 12, 13
Rhein	May 19, 20, 21
Kincaid	May 25, 26, 27
Creighton	June 16, 17, 18
Simpson	June 22, 23, 24
Punnichy	July 6, 7, 8
Viscount	July 13, 14, 15
Qu'Appelle	July 20, 21, 22
Glaslyn	August 4, 5, 6
Pierceland	August 10, 11, 12
Maidstone	August 17, 18, 19
Duck Lake	August 24, 25, 26
Warman	August 31, September 1, 2
Nipawin	September 8, 9, 10
Wynyard	September 14, 15, 16
Rose Valley	September 21, 22, 23
Willow Bunch	September 28, 29, 30
Dodsland	October 5, 6, 7
Kindersley	October 13, 14, 15
Harris	October 19, 20, 21
Hepburn	October 26, 27, 28
Oxbow	November 2, 3, 4
Neville	March 29, 30, 31

Fire Protection Associations in Saskatchewan

There are now over 75 rural fire protection associations in operation, protecting rural homes or a combination of rural and urban homes in smaller centres. Most of the associations cover districts, financed on a taxation basis, and they protect from one to three rural municipalities. They include some towns, villages and hamlets within their particular rural municipalities. Several rural fire departments are operating on a co-operative basis and by subscription.

Provincial legislation provides for agreements to share the cost of firefighting equipment under the various municipal Acts, and provides for taxation over all or part of any municipality for fire protection. There are over 325 pumping units in the province, each with a capacity of 420 gallons or more per minute.

Gas Safety Unit

The objective of the Gas Safety Unit is to protect the public from loss of life and property by ensuring that gas piping, appliances and equipment on consumer property are installed and operated in a safe manner.

The unit inspects new installations and any alterations, replacements or additions made to existing installations. Existing installations in domestic dwellings and in public and high occupancy buildings are periodically re-inspected. The Gas Safety Unit licenses contractors, employers and tradesmen making installations; manufacturers and suppliers of consumer equipment; bulk propane dispensing plants and propane cylinder dealers. The unit examines gas appliances and equipment

stocked for redistribution within the province and may field-test one-of-a-kind gas fired units not specifically covered by an authorized national standard.

Inspection Districts

For purposes of inspection, the province is divided into nine districts with offices in Regina, Moose Jaw, Swift Current, Saskatoon, North Battleford, Prince Albert, Humboldt, Estevan and Yorkton. Five inspectors and the assistant chief are assigned to Regina and its five sub-districts; five are assigned to Saskatoon; two to Moose Jaw, Prince Albert and North Battleford and, one each to the remaining cities.

Legislation and Regulations

The Gas Safety Unit administers *The Gas Inspection and Licensing Act* and regulations thereunder. During the year under review, Saskatchewan Regulation 234/80 was repealed and replaced by Saskatchewan Regulation Chapter G-4 Reg 1 - The Gas Installation, Fees and Licensing Regulations, effective January 1, 1982. There were no amendments to the Act.

Inspections

Installations made in cities receive a minimum of two inspections. The first constitutes a visual inspection of equipment and a pressure test of the gas piping before connection to the utility metered service line. The follow-up or final inspection, conducted where possible within three months of gas turn-on, is a detailed operational checkout of appliances, safety controls, venting and fire prevention clearances. When installations fail to conform to provincial minimum standards, inspectors list the deficiencies requiring correction. Immediate hazards are reported to contractors orally or by telephone, followed by a notification in writing stating the period of time in which corrections must be made.

In rural areas, utility fitters conduct first inspections on new domestic installations to which they are requested to give service. Unit inspectors make regularly scheduled calls to finalize and approve these installations.

Unit inspectors also attend the initial turn-on and test firing of commercial and industrial gas fired boilers and equipment with an input in excess of 400,000 B.t.u. per hour.

A total of 76,220 inspection calls was made during the period under review, a breakdown of which is shown below in Table 35. A total of 5,123 written notices requesting correction or removal of hazards to life, health or property was issued on new installations; and a similar number of correction orders listing lesser hazards were left with owners of existing installations. Immediate hazards to life, health and property necessitate follow-up inspection. Lesser hazards are spot-checked to determine the extent of corrective compliance.

Table 35

Number of Inspections, by Type of Inspection, Gas Safety Unit, Saskatchewan, 1980-81 and 1981-82

Type of inspection	1980-81	1981-82
Total	**82,477**	**76,220**
First (leak test prior to meter set)	12,933	11,079
Final (acceptance test)	15,154	13,985
Additions (new and used appliances)	5,149	3,836
Replacements (defective appliances)	9,815	9,367
Piping alterations	2,551	2,227
Temporary heating — new construction	2,975	2,132
Investigation and special inspections	333	293
Re-inspections — domestic dwellings and high occupancy buildings	12,098	12,571
Mobile homes and travel trailers	967	665
Trouble calls — smoke and sulphur tests, defect re-inspection	4,237	4,120
Miscellaneous calls and not-home cards left	16,265	15,945

Re-inspections

Systematic re-inspection of residential and high occupancy buildings continues. A total of 12,571 re-inspections was made and 35 per cent of these revealed hazardous or clean-up conditions, on which 4,379 correction orders were issued.

Re-inspections indicate a need for continuing education in the fields of equipment maintenance and servicing.

Licensing

Under the provisions of *The Gas Inspection and Licensing Act*, bulk storage and cylinder filling plant operators, installation contractors, employers, fitters and wholesale suppliers of gas appliances and equipment are required to hold a licence. Licences are issued on a one year basis or for a term not exceeding five years to individuals or companies, who comply with the conditions of licensing set forth in the Act and regulations made thereunder.

The number of licences issued during the 1981-82 fiscal year is shown in Table 36.

Table 36

Licences Issued under
The Gas Inspection and Licensing Act,
Saskatchewan, 1980-81 and 1981-82

Type of licence	1980-81	1981-82
Total	**2,642**	**2,667**
Domestic gas fitter	832	851
General gas fitter	883	902
General gas contractor	267	284
Domestic gas contractor	259	252
Limited gas contractor	194	160
Gas supply house	24	19
Employers	41	39
Propane bulk filling plants	142	160

Standards and Specifications

Under the auspices of the Canadian Gas Association and direction of the Interprovincial Gas Advisory Council, work continues on the upgrading and development of standards for the manufacture and testing of consumer equipment and specific appliances. Three national authorities accredited by the Standards Council of Canada test to these standards, and each provides a distinctive labelling service on appliances and equipment meeting specifications contained in authorized standards.

Certification, testing and labelling services acceptable to the province are those of the Canadian Standards Association, the Canadian Gas Association, and Underwriters' Laboratories of Canada. Each authority, upon demand, makes available to the unit confidential copies of test reports. To ensure maintenance of engineering and production standards, examinations of appliances and equipment are conducted by certification technicians at the production line level. Supply house, retail outlet and field observations are made by unit inspectors.

Defects and unauthorized changes found on new production, stocked or installed equipment are ordered rectified by the manufacturer or his representative, at no cost to the consumer. Approvals are withdrawn from manufacturers who persist in violating terms of manufacture, certification listing and product labelling contracts.

In-Service Education

Manufacturers' appliance and equipment displays were attended by field staff, as were displays and workshops sponsored by the Saskatchewan Power Corporation and Propane Gas Association. Approximately 800 man-hours were assigned to continuing education and staff upgrading. First line supervisory courses and employee evaluation classes were taken by field staff.

Safety Program

Following established practice, field staff were actively engaged in development areas, advising gas contractors and instructing local tradesmen. District meetings were held, at which the assistant chief accompanied by the

district inspector, invited and replied to enquiries from contractors and the public, acquainted consumers with the functions of the unit, and outlined the principal requirements for safe, efficient gas utilization.

Natural Gas and Propane Consumers

As of March 31, 1982, 229,000 consumers were connected to the Saskatchewan Power Corporation's natural gas distribution systems and an estimated 50,000 propane consumers were suppilied by independent propane utilities.

Recourse to Bonds

Sureties were called upon to complete the work of several delinquent contractors and to correct installation defects left in suspense by business failures. Corrections were made without additional cost or inconvenience to consumers.

Accidents

No fatal accidents or accidents resulting in permanent physical disability occurred on installations reported to and inspected by the unit.

Radiation Safety Unit

The Radiation Safety Unit is responsible for the protection of the public from unnecessary radiation exposure associated with unsafe or poorly adjusted radiation emitting equipment. Members of its staff also hold appointments under *The Atomic Energy Control Act* as inspectors supervising the use of radiation sources licensed federally by the Atomic Energy Control Board, and they therefore exercise a similar function with respect to these sources of radiation (e.g. reactors, accelerators, uranium mines and radioactive sources). In addition, the unit is responsible for ensuring compliance with federal and provincial regulations relating to the permissible radiation doses received by occupationally exposed workers in the province.

Legislation and Regulations

The Radiation Safety Unit enforces *The Radiation Health and Safety Act* and regulations made thereunder. Its staff also enforce federal regulations made under *The Atomic Energy Control Act* and *The Radiation Emitting Devices Act.*

No new legislation was introduced during the year under review.

Radiation Safety

Sources of radiation are classified into two categories:

(a) ionizing radiation which is produced by nuclear reactors, x-rays and other high energy equipment, and by radioactive sources; and

(b) non-ionizing radiation such as radiation produced by microwave devices, lasers, ultrasonic and ultra-violet sources.

To ensure the greatest possible protection against unnecessary radiation exposure, certain minimum safety standards are required in all radiation installations.

Consultative and educational services are provided to users of radiation sources to promote high standards. Routine inspections are conducted on radiation installations to ensure compliance with minimum safety standards. Plans for new installations are checked.

X-ray inspections, consultations, investigations etc. cover approximately 154 hospitals, 30 community clinics, 25 chiropractors, as well as some 25 pieces of non-diagnostic equipment found at universities and industrial workplaces. They also include some dental offices and veterinarian x-ray equipment, although a lower priority has been assigned to these areas.

Routine inspections of commercial microwave ovens are carried out by public health inspectors on behalf of the Radiation Safety Unit, which provides a follow-up service where necessary.

A summary of activities undertaken by the unit since 1979-80 is located on page 49 in Table 37.

Licensing and Registration

X-ray equipment is subject to the provisions of *The Electrical Inspection and Licensing Act,* and every person making x-ray installations and servicing x-ray equipment or engaged in the business of a supply house must hold an appropriate licence as specified in the Act. Generally, x-ray equipment supply houses hold electrical journeymen's restricted licences.

Restricted licences for x-ray equipment supply houses and for x-ray equipment servicemen are issued by the chief electrical inspector in consultation with the Radiation Safety Unit. Licence holders are registered with the Radiation Safety Unit.

During 1981-82, the unit issued a total of 59 registrations. Ten were issued to x-ray equipment supply houses and 49 were issued to x-ray equipment servicemen.

Recalls and Retrofits

As provided in the regulations under the Act, business supply houses providing maintenance services for equipment being used in Saskatchewan are required to notify the Minister of any removal, or replacement of components or assemblies of equipment, which have been found to be hazardous subsequent to their manufacture. These defect actions are usually activated by the United States Bureau of Radiological Health and the Compliance Service of the Health and Welfare Department of Canada, both of which communicate recall and retrofit notifications to the Radiation Safety Unit.

Of the recall and retrofit actions that were activated, none involved types of equipment in use in Saskatchewan.

Radiation Equipment Safety and Preventive Maintenance (SPM) Programme

All hospital radiation equipment must have a minimum of one SPM inspection annually, as provided by regulations under *The Radiation Health and Safety Act*. These inspections check for electrical and mechanical safety of the equipment.

SPM inspections are done by personnel of x-ray companies who normally service equipment. During inspection, equipment is also adjusted and lubricated and the calibration is checked. Results are submitted to the department.

The Saskatchewan Dental Plan is participating in the SPM programme. Servicing for their equipment is provided by their own technical servicing staff, but calibration and adjustment of the radiation output is carried out by members of the unit.

During the year under review, a total of 296 SPM inspections was performed; and a total of 37 faults was found in radiation equipment.

Reproducibility Evaluation of Radiation (REX) Programme

A programme using Lithium Fluoride Thermoluminescent Dosimeters (TLDs) has been introduced for measurement of x-radiation output of hospital image-intensifier fluoroscopic equipment. The x-ray technical staff irradiate TLDs according to a specified routine and mail them to the Radiation Safety Unit where they are read and edited. When the radiation levels have been determined the data is plotted on graphs, and results are mailed to radiologists and hospitals.

Maximum recommended rates of x-ray output have been specified. This programme monitors actual output and also permits operators to evaluate whether radiation doses are being kept as low as practicable. During 1981-82, 163 tests were completed on hospital fluoroscopic x-ray units.

In some cases TLD tests were followed up by ion chamber measurement if there was an indication of excessive radiation levels.

Instrument Calibration Programme

Comprehensive laboratory facilities for calibration of the radiation monitoring equipment used by the unit have become essential for maintaining the credibility of inspection reports made by radiation health officers. Initial steps towards setting up such facilities were taken in 1981. Reference gamma ray, x-ray and microwave sources have been installed and components are being assembled for establishing a radon gas calibration facility.

The gamma monitors used by the unit can now be recalibrated as required. In addition, all the microwave monitors used by the public health inspectors for monitoring commercial microwave ovens will be calibrated by the unit each year. Arrangement for inter-laboratory comparisons of radon and radon daughter monitoring equipment have been made with the Atomic Energy Control Board laboratory in Ottawa. Lucas cells used by the unit are currently being tested and calibrated.

The neutron rem monitor, used by the unit in surveys of installations where appreciable neutron fluxes exist, has been recalibrated at the National Research Council laboratory. Approval has been given for the appointment of a laboratory scientist to the staff of the unit, to supervise the instrument calibration programme and provide other essential back-up services required by radiation health officers.

Design of Radiation Shields

Recommendations for necessary shielding were made for 237 radiation installations.

Matters of Public Concern

Two matters of unusual public concern have arisen during the year under review. The first was the supposed risk associated with the use of household china, which was slightly

radioactive as a result of glazing with a uranium compound. Considerable attention was given to this problem by the media and as a result numerous items of household ware which caused concern to their owners, were brought to the staff of the unit for monitoring. The results showed that the external radiation hazard associated with use of this type of china was negligible; but tests on leaching of uranium from the surface of the china during use, which were carried out by the staff of the unit, showed that under extreme circumstances this could be a potential problem. The measurements made by the unit have been summarized in a report which is available to members of the public on request.

Also, reports of adverse health effects associated with the use of video display terminals (V.D.Ts) and linked to supposed radiation emissions have caused widespread concern, particularly among pregnant operators. Extensive tests of all types of V.D.Ts both within the province and elsewhere have shown that no harmful radiation emissions are detectable even when using the most sensitive monitoring equipment. The unit has therefore prepared two reports, available to members of the public on request. The first summarizes the results of radiation surveys made on V.D.Ts both within and outside the province. It emphasizes that there is no cause for concern about radiation emissions from V.D.Ts. The second companion report reviews all documented health effects associated with the use of V.D.Ts, together with known data relating to the factors which have caused them. It is intended to help both employer and employees to see that V.D.T. work stations are set up in a way which will minimize the risk of adverse health effects for the operators.

Because of the universally negative result of monitoring surveys for radiation emissions from V.D.Ts, the unit has discontinued its service of providing routine radiation monitoring for all V.D.T. work stations.

Publications

Three referenced scientific papers authorized or co-authored by members of unit appeared during 1981. Two papers were presented to scientific conferences.

Service on Committees

Radiation Safety Unit staff members serve on the Radiation Safety Committee of the University of Saskatchewan, a committee of the Saskatchewan Society of X-Ray Technicians preparing recommendations for quality control of medical x-ray procedures, the Provincial Radiation Liaison Committee, the Provincial Radiation Health and Safety Committee and the Radiation Protection Advisory Board for the planning and guidance of the radiation protection training course at the Saskatchewan Technical Institute in Moose Jaw. Service has been provided on an ad hoc basis to many other federal and provincial committees involved in radiation control procedures.

Other Activities of the Radiation Safety Unit

The Radiation Safety Unit has continued to provide a service monitoring radon levels in workplaces whenever there has been any cause for concern.

The six x-ray units in Saskatchewan that carry out mammography procedures have been enrolled in the Breast Exposure Nationwide Trend (BENT). This is a programme that is operated by the United States Bureau of Radiological Health designed to provide high quality radiographs and to reduce patient exposure to the lowest practical levels.

The Chief Radiation Health Physicist continued to act as a consultant to the Radiation Advisory Committee of the Health Research Board, and participated in a study concerning the need for whole body counting facilities in the province, carried out on behalf of the board.

Further guidance notes dealing with specific aspects of radiation control have now been produced for issue to members of the public. There are currently over 30 reports issued by the unit, of which fourteen are part of this series and are now available for distribution to interested members of the public.

The staff of the unit have participated in discussions relating to the terms of the surface lease for three uranium mining developments currently planned in the province.

The Radiation Safety Unit provides supervision for industrial radiography examinations on behalf of the federal Department of Energy, Mines and Resources.

A summary of activities undertaken by the Radiation Safety Unit since 1979-80 is shown in Table 37. Activities related to public information or general advisory functions are not included in the table.

Table 37

Activity Summary,
Radiation Safety Unit,
Saskatchewan, 1979-80 – 1981-82

Activity	1979-80	1980-81	1981-82
X-ray			
Inspections	107	109	212
Consultations	144	211	148
Radiation surveys	10	3	11
Exposure investigations	2	3	3
Deficiencies found	17	7	25
Saskatchewan Dental Plan			
Inspections	80	89	116
Consultations	–	5	11
Calibrations	80	80	80
Deficiencies found	2	–	1
Uranium mines and mills			
Inspections	–	6	8
Consultations	6	16	23
Exposure investigations	–	2	10
REX programme tests	140	142	163
Radioactive sources and Atomic Energy Control Board licenced operations-inspections, wipe tests, etc.	470	445	583
Non-ionizing radiations-inspections, consultations, deficiencies found	197	350	361

Radiation Incidents

Six radiation incidents occurred in 1981. Although it was at first feared that one of these had resulted in a radiation burn, later information demonstrated that none of these was serious.

Prosecutions

No prosecutions were initiated under *The Radiation Health and Safety Act* during the year under review.

Pensions Branch

The Pensions Branch is composed of two units — a Pension Policy and Program Development Unit, and the Pension Benefits Division which administers *The Pension Benefits Act.*

Major Functions

Major functions of the Pensions Branch are:

(a) to serve as Saskatchewan's lead agency for pension policy and program development matters;

(b) to prepare background materials and to advise on overall pension policies, pension reform initiatives, and specific pension issues;

(c) to research retirement income matters including demographic and related social trends, the economic and fiscal implications of alternative pension arrangements, and other pension related matters;

(d) to prepare pension related legislation and supporting materials;

(e) to develop, design in detail, and cost alternative regulatory and programmatic instruments in the pension field;

(f) to conduct intergovernmental discussions and liaise at the officials' level on pension matters;

(g) to consult with interest groups on pension issues;

(h) to provide information and educational materials on pension items; and

(i) to administer *The Pension Benefits Act.*

The authorized staff of the Pensions Branch as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	9
Executive Director, Pensions Branch	1
Assistant Director, Pensions Branch	1
Research Officer	3
Superintendent of Pensions	1
Pension Analyst	1
Clerical	2

Policy and Program Development Unit

The current review of the national retirement income system by government, business, labour and other interested parties has created a highly fluid and dynamic public policy environment.

The Policy and Program Development Unit is responsible for conducting research and providing advice on the broad range of pension policy issues. The unit develops and examines pension policy and program alternatives at the national and provincial levels, undertakes in-depth research projects on pension related issues, analyzes major pension reports, and prepares background and briefing materials. Some of the activities of the unit in 1981-82 included:

(a) determination of the extent of poverty among the elderly;

(b) examination of demographic trends and their implications for retirement income planning;

(c) assessment of the income replacement rate and covered earnings required to ensure an adequate retirement income;

(d) study of program options for including home managers in the public pension system;

(e) examination of various survivor benefit and pension splitting alternatives;

(f) review of funding mechanism for public pension plans;

(g) investigation of alternative contribution structures and their impact on small businesses and low income earners;

(h) analysis of tax expenditures associated with retirement income provisions;

(i) comparison of international social security arrangements for providing retirement incomes; and

(j) examination of retirement age policies.

In addition, the Policy and Program Development Unit reviews pension developments in other jurisdictions, monitors interest group positions and participates in national, federal-provincial, and provincial discussions of pension reform. The unit is also responsible for public education efforts with respect to pension matters.

Pension Benefits Division

The Pension Benefits Division is responsible for administering *The Pension Benefits Act.* The Act and its regulations establish minimum standards which must be met by all private pension plans with members in Saskatchewan. The Act and regulations establish the rights and responsibilities of pension plan members, the obligations of employers, and various safeguards to ensure the financial solvency of pension plans.

Legislation

The main provisions of *The Pension Benefits Act* are outlined below. Major amendments to the Act that were passed by the Legislature in 1980 became effective July 1, 1981. New general regulations also became effective July 1, 1981.

(a) Registration

All pension plans with employer contributions must be registered with the Superintendent of Pensions. The employer is responsible for ensuring that the plan complies with all legal requirements. The Superintendent of Pensions reviews all plans to ensure compliance before they are registered. Similarly, all pension plan amendments must be approved by the Superintendent.

(b) Reporting

The employer must file an annual information return and periodic reports relating to the funding and solvency of the plan. These documents, as well as additional information which may be required, are used to ensure as far as possible that all plans continue to be operated in accordance with the Act and regulations.

(c) Deferred Pension Benefits

A member of a pension plan with one year's service, whose age and years of service total at least 45 will, on termination of employment, be entitled to a deferred benefit. This is called the "45 rule".

In general, a deferred pension benefit is not required in respect of service prior to January 1, 1969. However, service prior to January 1, 1969 is counted in establishing the years of service in determining the employee's right to a pension under the above noted "vesting" rule.

(d) Minimum Employer Contribution

The employer is required to pay for at least one half of the employee's accrued pension. This provision applies to those plans where the pension benefit is determined in accordance with a defined formula (i.e. 2 per cent x years of service x average final 5 years' salary) and where the employee is required to contribute to the plan. If the employee's pension contribution pays for less than 50 per cent of the benefit defined by the plan, the employer must pay for the remainder of the benefit. If the employee's contributions pay for more than 50 per cent of the defined benefit, contributions in excess of 50 per cent of the value of the benefit are used to purchase additional pension benefits.

(e) Minimum Interest Rate

A minimum rate of interest must be allocated to employee contributions. The rate will reflect the ten year average return on long term Canada bonds.

(f) Surviving Spouse's Benefit

All pension plans must provide a married employee with a joint pension which will provide a surviving spouse's benefit equal to at least 50 per cent of the employee's benefit. The spouse's right to the benefit may be waived if he or she signs a prescribed statement.

(g) Cash Refund

Upon termination of employment, a member entitled to a deferred pension may withdraw up to one-half of his or her contributions with interest in a lump sum. This reduces the employee's pension entitlement by up to 25 per cent. No cash refund is available to an employee under a pension plan where the employer pays for the total pension.

(h) Non-Assignment of Pension Monies

The Act prevents the value of an individual's pension account from being attached, seized or otherwise assigned except for the distribution of pension benefits on marriage breakdown in accordance with a court order or an interspousal contract.

(i) Information

Every member of a pension plan is entitled to receive a written explanation of the plan. Each member of a plan must be given an annual statement outlining their status and benefits under the plan. In addition, all plan members must be given access to copies of official plan documents and up-to-date financial statements.

(j) Funding of Benefits

The employer is required to pay into the pension fund the amount needed in excess of the employees' contributions to provide for benefits in respect of current service. The employer is also required to liquidate any deficiencies in the fund, existing or arising in the future as a result of amendments to the plan, adverse experience or changes in actuarial methods. Deficiencies arising in the future as a result of adverse actuarial or investment experience must be liquidated over a period not longer than five years. In general, other deficiencies must be liquidated over a period not extending beyond fifteen years.

(k) Investments

The investment regulations are designed to protect monies in a pension fund. Generally speaking, no more than 10 per cent of the fund can be invested in any one security and securities must meet certain tests of quality. For example, a pension plan can invest in common stock but such stock must have paid a minimum four per cent return on book value over the five year period immediately preceding the date of purchase.

(l) Take-overs

When one company takes over another, an employee's service and pension credits are protected, whether or not the new employer has a pension plan. If the pension plan of the employer who is selling out has unpaid pension debts at date of take-over, the debt must be paid up before the take-over date or arrangements made with the new employer to pay the debt and such agreement must be approved by the Superintendent of Pensions.

(m) Winding-up of a Pension Plan

In the event of termination or winding-up of a pension plan, the Act requires that all funds be applied towards the provision of pension benefits and deferred pension benefits with respect to former and existing employees, and that the employer pay all amounts owing the plan.

(n) Trusteeship

The Superintendent of Pensions has the right to appoint a trustee to protect the interests of plan members where he determines those interests are in jeopardy.

Activities

During the 1981-82 fiscal year, 57 new pension plans were registered, 372 amendments were approved, 486 Annual Information Returns were reviewed and 35 plans were wound-up.

Membership in Pension Plans

The Pension Benefits Division has an arrangement with Statistics Canada for the compilation of pension plan statistics. As of March 31, 1982 there were 140,483 Saskatchewan employees participating in 1,326 pension plans. Some 67.6 per cent of the members were male and 32.4 per cent were female. These statistics include employees participating in pension plans registered with and monitored by other jurisdictions under reciprocal agreements. They also include members of public employee pension plans which do not come under *The Pension Benefits Act.*

Women's Division

The Women's Division began operations in April 1976, inheriting and expanding the responsibilities of the former Women's Bureau in the Department of Labour and the Office of the Provincial Co-ordinator, Status of Women, in the Department of Consumer Affairs.

The division administers a permanent government program designed to achieve equal opportunities for women and eliminate discriminatory practices against women in the labour force, at home and on the farm.

Major Functions

Major functions of the Women's Division are:

(a) to administer affirmative action programs for women in government departments, agencies and Crown Corporations as well as for women employed in the private sector;

(b) to identify and investigate violations of the maternity leave, paternity leave, adoption leave, and equal pay for similar work provisions of *The Labour Standards Act*;

(c) to conduct research on a wide range of topics concerning the situation of women in Saskatchewan, including a review of government legislation, programs and policy to ensure that there is no discrimination against women;

(d) to develop information and educational programs and workshops to promote a climate of awareness in Saskatchewan regarding the changes needed to allow equality for women;

(e) to offer career counselling to women in the private and public sector labour force;

(f) to administer a resource centre and information dispersal program to provide current information on the status of women to women's organizations, unions, employers, schools, and interested individuals;

(g) to administer the funds of the Saskatchewan Advisory Council on the Status of Women.

Personnel

The authorized staff of the Women's Division as of March 31, 1982 is shown below by category:

Category	Number of positions
All categories	**16**
Director, Women's Division	1
Co-ordinator of Women's Services	1
Co-ordinator of Research and Promotions	1
Investigations Officer	2
Affirmative Action Officer	3
Training Consultant	1
Research Officer	2
Education and Extension Co-ordinator	2
Clerical	3

Legislation

The Women's Division administers the "Equal Pay" and "Maternity Leave for Female Employees" parts of *The Labour Standards Act*. The division is also responsible for administering the paternity leave and adoption leave provisions contained in the Act.

The "Equal Pay" part of the Act prohibits any employer from paying a female employee at a rate of pay less than the rate paid to a male employee (or vice-versa) for similar work, performed in the same establishment, under similar working conditions. Employers are not permitted to reduce the rate of pay of any employee in order to comply with the Act.

The "Maternity Leave for Female Employees" part provides Saskatchewan women with a maximum of 18 weeks maternity leave from their employment without pay. The leave may be taken in any combination of weeks before and after the estimated date of birth. The Act provides that an employee cannot be suspended, dismissed or discriminated against because she is pregnant, temporarily disabled due to pregnancy, or has applied for maternity leave.

The paternity leave section states that male employees are eligible for up to six weeks unpaid leave when a child is expected in the family. The leave may be taken in any combination during the three months before or following the estimated date of birth of the child.

The adoption leave section provides up to six weeks unpaid leave to all employees beginning on the day the child is legally adopted.

Eligibility for maternity, paternity or adoption leave is dependent upon a service requirement of 12 continuous months of employment with the same employer. The Act gives employees the right to resume employment under similar terms and conditions, at the same rate of pay, with no loss of seniority, pension, or other similar benefits.

Investigations Unit

Investigators in the unit conduct routine investigations to determine if a violation of any section of *The Labour Standards Act*, enforced by the division, has occurred; and, in addition, respond to complaints regarding possible noncompliance with these sections.

The investigators also prevent violations from occurring by responding to requests from employers, unions, or the public for information about the equal pay, maternity, paternity and adoption leave provisions of *The Labour Standards Act*.

Eleven hundred and sixty people were contacted during the year under review as a result of either responding to a request for information, or conducting an investigation. A total of $36,672.39 was collected where violations were identified.

The following table provides a summary of investigations conducted and information requests responded to by the Investigations Unit in 1981-82.

Table 38

Summary of Investigations and Information Requests, by Type, Saskatchewan, 1981-82

Type	Assessment	Number of employees affected	Cases opened	Cases closed	Viola-tions	Inter-views	Information requests*
Total	**$36,672.39**	**74**	**76**	**67**	**99**	**422**	**738**
Equal pay	17,418.58	22	31	26	46	—	—
Maternity leave	19,253.81	52	45	41	53	—	—

* Most requests for information concern equal pay or maternity leave benefits. Information requests are also received concerning adoption and paternity leave; however as of March 31, 1982, no complaints or violations of the latter have been received.

Research Unit

The Research Unit provides support to the activities of the division. Unit staff compile and analyze data on the situation of women in Saskatchewan, respond to requests for information pertaining to women's issues, and make policy recommendations in areas which affect women. Research projects undertaken by the unit include the following:

(a) Women and Apprenticeship;

(b) Occupational Forecasting;

(c) Equal Pay for Work of Equal Value: administrative mechanisms study;

(d) Economic Resources for Native Women;

(e) Technological Change;

(f) Inclusion of Domestics under Labour Standards Legislation;

(g) Maternity Leave: continuous service/breaks in service study;

(h) Affirmative Action in the Public Service: baseline data;

(i) Educational and Employment Opportunities for Girls and Women in Saskatchewan: prepared for Organization for Economic Co-operation and Development, Working Group No. 6 on the Role of Women in the Economy.

Affirmative Action

In May, 1979, a special committee of permanent heads approved the "Implementation Proposal for Affirmative Action in Departments and Crown Corporations". Since then the division's affirmative action staff has met with unions, deputy ministers, department representatives and Crown corporations to discuss the concept and their respective roles in affirmative action programs.

Departmental affirmative action co-ordinators and committees, with Women's Division affirmative action officers, completed a baseline work force analysis to determine concentration and underutilization of female employees in 23 government departments. As of March 31, 1982, 21 departments had established numerical goals and other affirmative action initiatives for the time period January 1 to December 31, 1982. The affirmative action plan for women in middle and senior management was also forwarded to the Saskatchewan Human Rights Commission for review and approval.

Three hundred women in the public service were invited to apply for places in the Management Training Program for Women in Government. Sixty-two women took part in the two sessions which began in the 1981-82 fiscal year.

The affirmative action officers also consult with Crown corporations and private sector employers wishing to develop affirmative action plans.

Information materials have been designed and workshops on affirmative action conducted by division staff.

Career Counselling

The Women's Division offers career counselling to women in the public and private sectors of Saskatchewan. As of March 31, 1982, 402 individuals received assistance with career planning, resume writing, and interview skills.

Education and Information Programs

The educational activities of the division include speaking engagements, skill development workshops, displays at conferences and shopping centres, and slide show and media presentations.

During the year under review, division staff responded to a total of 208 requests for speakers, workshops and displays.

Speaking to a broad audience around the province, presentations were made to schools, university classes, church groups, women's groups, service groups, unions and employer organizations. The emphasis was on such issues as affirmative action, legal rights of working women, socialization and stereotyping women, poverty and pensions, career planning and job search, organizational development, and the work and services of the Women's Division.

A variety of information brochures and a newsletter on issues affecting women are distributed by the division. Major publications for the 1981-82 fiscal year were This is the Law; A Legal Guide for Women, the Training Resources Handbook, and Women Working.

The Women's Division distributed an average of 7,000 publications per month, most of these at direct request.

Resource Centre

The Women's Division Resource Centre contains approximately 3,000 books and information files on over 260 subjects, available for loan to the general public. During 1981-82, the division received an average of 700 requests per month for books, materials, research assistance and general information.

The Women's Division also purchased three films: Women in Management, It's Not Your Imagination, and Killing Us Softly, which are available for loan from SaskMedia.

Minimum Wage Board

The Minimum Wage Board, subject to the approval of the Lieutenant Governor in Council, may issue orders with respect to certain labour standards.

At the end of March, 1982, the membership of the board was as follows: Ms. Mary Rocan, Chairperson, Regina; Mrs. Elsie Hannon, Saskatoon; Mr. T. D. Mills, Regina; Mr. J. S. Rootman, Regina; and Mr. S. W. Lindsay, Saskatoon.

The board does: determine the minimum wage, the minimum meal break period, and the maximum charge by employers for meals or lodging provided; require an employer to repair and launder uniforms; fix the minimum age at which persons may be employed; require that female employees be provided with free transportation to their residence after completion of work shifts during certain hours of the day; fix the period in any day within which the hours of work of employees shall be confined; require a detailed pay statement to be presented to employees; and require that employees be paid for rest periods granted by employers.

The minimum wage regulations do not apply to: employees working in undertakings in which only members of the employer's family are employed; agricultural workers; persons employed in sheltered workshops or work activity centres for the socially, physically, or mentally impaired, or handicapped; or employees employed exclusively as domestic workers in private homes except where a wage subsidy is given to the employer from public funds.

Minimum Wage Board Orders

The Minimum Wage Board Orders in force during the fiscal year 1981-82 are summarized below in Table 39.

Table 39

Minimum Wage Board Orders in Force in Saskatchewan during 1981-82

Order	Applicable to	Minimum wage provisions
No. 1	All employers and employees.	$3.85 per hour. $4.00 per hour effective July 1, 1981. $4.25 per hour effective January 1, 1982. $11.55 payable to employees on each occasion they report for duty, other than for overtime. $12.00 effective July 1, 1981, payable to employees on each occasion they report for duty, other than for overtime. $12.75 effective January 1, 1982, payable to employees on each occasion they report for duty, other than for evertime.
No. 2	Hotels, restaurants, educational institutions, hospitals and nursing homes.	This Order requires employers to provide certain benefits to employees with respect to working shifts, transportation for female employees, uniforms, meal periods, board and lodging.
No. 3	All employers and employees.	This Order requires an employer to deliver to each of his employees a detailed statement of his earnings and deductions therefrom.

Appendix 1

Publications Available
from the
Saskatchewan Department of Labour

Development Branch

Apprenticeship and Standards Division	Price
Labour Standards (periodic brochure)	free
Apprenticeship and Tradesmen's Qualifications (periodic brochure)	free
Trade Description Leaflets	free

Policy Planning and Research Division	
Annual Report of the Saskatchewan Department of Labour	free
Saskatchewan Labour Report (monthly)	free
Wages and Working Conditions, by Occupation (annual)	free
Saskatchewan Labour Legislation (bi-annual booklet)	free
Study of Saskatchewan Union Agreements (annual)	free
Decisions of the Saskatchewan Labour Relations Board and Court Cases arising therefrom, Vol. 1 (1945-54) and Vol. 2 (1955-64)	$35.00 per vol.

Occupational Health and Safety Branch

Health and Safety News (occasional)	free
Leaflets and research papers on various topics	free

Boiler and Pressure Vessel Safety Unit	
Canadian Standards Association B51 Code for Construction and Inspection of Boilers and Pressure Vessels	$14.00
Canadian Standards Association B52 Mechanical Refrigeration Code	$10.00
Refrigeration Operators' Home Study Course	$10.00
The Boiler and Pressure Vessel Act and regulations	$ 1.75 each

Electrical and Elevator Safety Unit	
Canadian Standards Association Standard C22.1-1978, Canadian Electrical Code, Part 1 (13th Edition), Essential Requirements and Minimum Standards Governing Electrical Installations for Buildings, Structures and Premises (all potentials)	$12.00
Canadian Standards Association Standard C22.5-1978, Canadian Electrical Code, Part V, Use of Electricity in Mines	$8.00
Canadian Standards Association Standard C22.1-1982, Canadian Electrical Code, Part 1 (14th edition)	$20.00
Canadian Standards Association Standard B44-1975, Safety Code for Elevators, Dumbwaiters and Escalators	$12.00
Canadian Standards Association Standard Z185-1975, Safety Code for Personnel Hoists	$ 7.50
Canadian Standards Association Standard B44-1975, Safety Code for Elevators, Supplement No. 1	$ 4.00
Supplement No. 2	$ 4.00
Supplement No. 3	$ 6.00
Canadian Standards Association Standard 3-Z98-M78, Passenger Ropeways	$12.00
Canadian Standards Association Standard B311-M1979, Code for Manlifts	$13.00
The Electrical Inspection and Licensing Act, 1981, and regulations	$ 1.75 each
The Passenger and Freight Elevator Act and regulations	$ 1.75 each

Fire Safety Unit

Annual Report of the Saskatchewan Fire Commissioner	free
Canadian Standards Association Standard B139-1976, Installation Code for Oil Burning Equipment (one copy issued initially to oil burner installers without charge)	$ 6.80
IFSTA 200 Manual, Essentials of Fire Fighting	$22.20
National Building Code of Canada, 1980	$ 8.75
Supplement to Code	$ 7.30
N.F.P.A. No. 13 — Sprinkler Systems	$ 6.00
The Fire Prevention Act, 1980, and regulations	free
Leaflets and pamphlets concerning fire safety	free

Gas Safety Unit

Canadian Gas Association Standard Can 1-B149.1-M80, Installation Code for Natural Gas Burning Appliances and Equipment	$ 6.00
Canadian Gas Association Standard Can 1-B149.2-M80, Installation Code for Propane Burning Appliances and Equipment	$ 6.00
The Gas Inspection and Licensing Act and regulations (one copy of each provided free of charge)	$ 1.75 each

Radiation Safety Unit

Various research papers related to radiation safety	free

Pensions Branch

Improving Pension Plans Today for a Better Tomorrow, Pension Benefit Act Amendments (pamphlet)	free

Women's Division

About Women (bi-monthly newsletter)	free
Publications and research papers of interest to women	free

NOTE: All prices are subject to change

Available from the
Saskatchewan Department of Labour
1914 Hamilton Street
Regina, Saskatchewan
S4P 4V4

Legislation Administered by the Saskatchewan Department of Labour

Apprenticeship and Tradesmen's Qualification Act
Boiler and Pressure Vessel Act
Building Trades Protection Act
Contruction Industry Labour Relations Act
Department of Labour Act
*Electrical Inspection and Licensing Act, 1981**
Employment Agencies Act
Fire Departments Platoon Act
Fire Prevention Act, 1980
Gas Inspection and Licensing Act
*Labour Standards Act**
Occupational Health and Safety Act
Passenger and Freight Elevator Act
Pension Benefits Act
Radiation Health and Safety Act
Theatres and Cinematographs Act, Section 17
*Trade Union Act**
Wages Recovery Act

* Denotes legislation amended during the 1981-82 fiscal year.